

Breach of Code of Conduct Procedure

For breaches by a Swimmer:

1. The Club Grievance Officer shall investigate the breach and decide upon a course of action.
2. The Grievance Officer will report all incidents to the Committee of Management.
3. All details of breaches will be kept in strict confidence

The consequences of breaching the Code of Conduct may include:

1. Counselling the swimmer about the expectations of the Club and where he or she has breached those expectations.
2. Meeting with the swimmer and/or their parents in order to discuss the breach of the code and prevent reoccurrences of the behaviour.
3. A verbal or written warning.
4. Direction that the individual make a verbal or written apology.
5. Demotion or transfer to another squad.
6. Suspension from the Club.
7. Expulsion from the Club.

For breaches by a Club Administrator or Official:

1. The Club Grievance Officer shall investigate the breach and decide upon a course of action.
2. The Grievance Officer will report all incidents to the Committee of Management.
3. All details of breaches will be kept in strict confidence

The consequences of breaching the Code of Conduct may include:

1. Meeting with the person concerned to discuss the breach of the code and prevent reoccurrences of the behaviour.
2. Counselling the person, to assist them with making better behaviour choices in the future.
3. Requesting that the individual stand down from their position on the Committee.
4. Not allowing that person to act as an official in the future.

For breaches by Coaching Staff:

All concerns regarding the Coaches conduct will be referred to the MLC Head of Sport for resolution.

Breaches of behaviour by swimmers during training sessions:

All breaches will be handled by the Coach on pool deck at the time of the incident. If needed, the MLC Swim School Manager and/or the MLC Head of Sport will assist. The consequences may include, coach reprimand, timeout (5-10 minutes), meetings with the swimmer and their parents, moving squads and expulsion from the squad.

All breaches of the Code of Conduct will be recorded in the Swim Club's Code of Conduct Book.