

Azusa Dolphins Swimmers and Parents Code of Conduct

Please understand that the Azusa Recreation and Family Service Department and its Aquatics Programs are trying to foster a safe, encouraging and developmental program for its participants. It is imperative that all participants, parents/guardians and spectators to maintain a level of courteousness at all times towards staff at all facilities. Our goal is to "Create a lifetime of memories for the entire family." Please help us in achieving those goals by following these guidelines.

Discipline measures employed by staff are designed to be fair, consistent, age/developmentally appropriate and effective. Our goal is to provide a safe and nurturing environment for children who are seeking to improve their swimming abilities in a team atmosphere. Our methods of discipline may include, but are not limited to: problem solving, warnings, progressive action and assertive discipline. **The program cannot serve the children or their parents/guardians who display chronically disruptive behavior towards participants, staff and affiliates, therefore the discipline measures listed below will be enforced upon participants, as well as their parents/guardians and spectators, as applicable.**

Parents/guardians, swimmers and all spectators are expected to:

- Act in a safe manner around others
- Show kindness, courtesy, respect and decorum to others
- Use positive ways to solve problems
- Give help to others when needed
- Use equipment properly
- Keep hands, feet and objects to themselves
- Follow directions promptly
- Use appropriate language
- Promote good sportsmanship towards teammates, other organizations, coaching staff and spectators

Discipline Measures: When positive attempts have been made by staff to correct inappropriate behavior, the following steps will be followed:

- Step 1: Problem solving: staff will work with the child, parent/guardian involved to clarify the problem and ask for ideas for solutions, and if needed, offer follow-up support.
- Step 2: Verbal Warning: One verbal warning will be given to the child, parent/guardian telling him/her specifically what he/she is doing that needs to stop and the consequences if he/she chooses to continue. In addition, a report of the actions and/or incident will be taken as a follow up.
- Step 3: Written Warning: One written warning will be given to the parents/guardians of the child stating specifically that the infraction has been addressed previously, and has not been corrected. This letter will be cc'd to Director of Recreation and Family Services, Recreation Superintendent, Aquatics Manager, and Swim Team Coach. The parent must sign and return a copy of the letter indicating that they have received the letter and understand that further infractions may result in suspension or dismissal of swimmer from the program (see minor and major offenses list below) without refund.
- Step 4: Suspension: Continuation of inappropriate behavior, multiple minor offenses, or a major offense will result in a suspension from the program for a set number of days, which may include practices and or swim meets (including federation meets). Parents will be asked to pick up child immediately.

- Step 5: Dismissal: Participants of the Azusa Dolphins Swim Team Program will be dismissed from the program if there is a failure to comply with the Azusa Dolphins Swim Team Code of Conduct. If The City of Azusa deems it necessary, and immediate action must be taken, this step (Step 5) may supersede other steps. This action may be taken with regard to the swimmer, and his/her parents and guardian behavior. No refund will be given to those dismissed from the program. The participant may not return to the program for at least one (1) season, and must meet with the Director of Recreation and Family Services, Recreation Superintendent, and Aquatics Manager before being allowed to return to program.

Minor Offenses

The following inappropriate behaviors will result in documentation and follow up with the Director of Recreation and Family Services, Recreation Superintendent and Aquatics Manager and can lead to further disciplinary action

- Verbal or physical behavior that: inflicts physical or emotional harm on other children or staff
- abuses the staff or participants of the program
- ignores or disobeys the rules which guide behavior during program time (practices, swim meets etc.)
- fails to follow program procedures

Minor offenses can be categorized as a Major Offense if the City of Azusa deems the infraction severe enough to jeopardize the integrity of the program, and can therefore be grounds for dismissal from the program.

Major Offenses

The following inappropriate behaviors will result in immediate suspension from the program as determined by the by the Director of Recreation and Family Services, Recreation Superintendent and Aquatics Manager:

- Assaults-fighting, hitting, and aggressive behavior
- Profanity and vulgarity
- Multiple Minor offenses that are deemed Major offenses due to nature of the infraction (case by case basis)
- Damage or destruction of property
- Damage of personal properties of others
- Theft
- Open defiance to program staff
- Humiliation of others (put downs, name calling and harassment)
- Behavior that is habitually disruptive to the program

Actions of this nature will not be tolerated before, during or after practices, at swim meets, related team events or on any forms of social media.

I have read the Azusa Dolphins Swimmers and Parents Code of Conduct and discussed it with my child(ren). I understand that signing this also makes me responsible for all members of my party during any and all events associated with the City of Azusa

Parent Signature

Child Signature

Date