



LAC Swimmer and Parent Discipline Process

The purpose of the swimmer and parent code of conduct is to ensure consistency with the Lakeside Aquatic Club (LAC) and USA Swimming mission, and promotes the pursuit of excellence in all aspects of the sport of swimming.

Should any LAC member conduct themselves in such a way that brings discredit or discord to the LAC, or USA Swimming, they voluntarily subject themselves to disciplinary action as seen fit by the coaching staff.

To ensure consistent and fair disciplinary actions across LAC, the Head Coach shall promptly investigate the circumstance of the violation and in some instances will request a conduct review conference with the swimmer and his/her parents. The Head Coach will determine what disciplinary action, if any, shall be taken.

Swimmer/Parent Discipline Process

Discipline is not always progressive in nature as certain violations may be serious enough to warrant immediate expulsion from the team in the interest of LAC's mission and objectives.

Discipline action involves the following progressive steps:

First Step (counseling/documentated verbal warning)

The coach and the swimmer and/or parent shall meet privately to discuss the conduct.

Second Step (Written Warning)

If step one does not resolve the conduct or if the conduct is of a more serious nature, a written warning will be presented to the swimmer and/or parent. This warning will state the conduct and consequences of not correcting the behavior.

Third Step (Final Warning & Suspension)

If step two does not resolve the conduct or if the conduct is of a very seriousness nature, the swimmer and/or parent could receive a final warning, including temporary suspension from the team. This warning would state that further continued conduct will result in expulsion from the team.

Fourth Step (Expulsion from the team)

If the third step does not resolve the conduct and there is a repeat occurrence of the conduct, or if the conduct is of an extremely serious nature, the swimmer and/or parent (how would this impact the parent?) would be removed from the team.

Reviews

All situations of swimmer or parent misconduct for which discipline is recommended shall be reviewed with the Head Coach prior to any discipline being administered.

The respective coach and/or responsible LAC employee shall meet with the swimmer or parent and ensure they understand discipline process.

Swimmers and/or parents who receive disciplinary actions or have any other grievances, can submit a request to appeal disciplinary decisions to the President of the Board of Directors.