



Morpeth ASC Disciplinary procedure

It is not the intention of the code of conduct and squad criteria to discourage reasonable high spirits and fun. However, Morpeth ASC swimmers must realise that when taking part in-group activities, their actions may endanger/disrupt others, cause damage to facilities or put the club's reputation at risk.

It is hoped and expected that swimmers will adhere to the club's code of conduct/squad criteria but in the instance of failure to follow these simple rules, the following steps may be taken.

1	On the first occasion the coach will speak to the swimmer concerned and clearly explain that their conduct is unacceptable and must stop immediately if they wish to continue in the training session/competition.
2	If the swimmer continues to act in an unacceptable manner, which does not follow the code of conduct/squad criteria, they will lead to the swimmer being asked to leave the water and sit on poolside for 5 minutes. The swimmer will again be addressed as to why they have been removed along with a final warning that if their conduct continues to be unacceptable they will be removed from the session/competition.
3	A further instance will indicate that the swimmer does not wish to swim in the training session/competition and the swimmer concerned will be told to leave the pool immediately and get dressed. If a parent/carer is not in attendance, the swimmer will be required to remain poolside once dressed, until collected. They will then be welcome at the next training session and nothing more will be said about the matter.

At this stage, the swimmer's parents will be informed as to why their swimmer has been removed from the training session/competition either via written communication or in person.

4	Any further repeats of unacceptable behaviour at subsequent training session, competitions or events will result in the swimmer being asked to leave the session/event. The Chair will be informed if this happens, and a written warning will be sent to the swimmer's parents/carers.
5	If a swimmer's conduct does not improve and further instances are brought to the Chair's attention, the swimmer will be issued with a fixed term suspension. During this time, the swimmer will be unable to take part in any activity organised by Morpeth ASC. Fees for this period will still be payable and no rebate will be given.
6	Serious breaches of reasonable behaviour (for example, fighting, bullying, damage to facilities or any other excessive bad behaviour during attendance at training or a club event) may, at the discretion of the Chair, lead to instant suspension of the swimmer from Morpeth ASC. This suspension will remain in place until a disciplinary sub-committee can be convened where a decision will be made on the individual concerned and relevant action required.
7	Finally, after the limited period of suspension and return to training, if the swimmer's behaviour continues to be unacceptable, then the Head Coach, or any other committee member, will take this to the next Committee meeting with a request that the swimmer concerned be permanently excluded from the club and the swimmer will cease to be a member of Morpeth ASC.



Please note that depending upon the severity of the behaviour, Morpeth ASC may bypass or invoke the above procedure at any stage.

The above are examples of a non-exhaustive list of what constitutes unacceptable behaviour and Morpeth ASC reserve the right to amend this list at any time depending on the changing circumstances within the Club.

RIGHT TO APPEAL

All swimmers have the right to appeal against any decision made under this code. Any appeal should be made in writing to the Club Secretary, within 14 days of the penalty being given. The swimmers name and details of the appeal should be stated. This will then be formally discussed at the next management Committee meeting and the individual will be informed of the decision made.

Such action may be overridden by the ASA complaints procedure.