



Splash Swim Team Code of Conduct

Participant guide for deck, pool, and locker room behavior

As a Splash Swimmer, you have a right to:

- Be respected.
- A safe environment.
- Succeed.
- Listen and be heard.

As a Splash Swimmer, you have a responsibility to:

- Be on task.
- Not demean others.
- Respect others and their property.
- Follow directions, ask questions.

The Splash coaches accept responsibility to:

- Provide workouts, swim sets and give corrective feedback.
- Provide an orderly and safe environment.
- Provide an encouraging, positive, and productive environment.

THPRD expects staff, swimmers, and parents to abide by the following character traits:

- Respect – for yourself, others, and THPRD staff and property.
- Dignity – for others’ points of view and differences.
- Honesty – in athletics and activities.
- Responsibility – for actions and words.
- Teamwork – value everyone’s contribution.

Our behavior management techniques include:

- Clearly communicating the expected behavior and restating the expectation if needed.
- Telling the child what is desired behavior
- Praising appropriate behavior

Any corrective action is intended to provide opportunities for a participant’s guidance and growth. Staff will encourage swimmers to state their needs and listen to the needs of others. Our environment is structured to encourage children to make positive choices, guided by caring and supportive staff. When a participant's behavior negatively impacts their ability to interact with others, they demonstrate the inability to control their emotions or the inability to judge social and play situations appropriately; this may result in an interactive process with THPRD, which may result in removal from a program.

Summary of Method:

If a participant engages in inappropriate behavior, then the THPRD Staff, in cooperation with the parents or guardian(s), instructors, and other stakeholders will identify various accommodations and strategies to ensure that the behavior does not become disruptive or a safety threat.

Step 1: Early Intervention

Coaches will clearly communicate with participant and documents participant behavior. The coaches are primarily responsible for the maintenance of proper participant behavior both in and out of the water while swimmers are attending the Splash program. Every reasonable effort should be made by staff to solve discipline problems before they are referred to the program coordinator.

Step 2: Behavior Support & Strategies

Coaches will continue to document the participant's behaviors and determine appropriate intervention strategies. Staff alerts program coordinator who will contact participant's parent(s) or guardian(s). Staff will work with the parent(s) or guardian(s), coaches and other to gathering information and to develop additional support and guidance for the participant.

Step 3: Behavior Modification Plan Development & Implementation

With the cooperation of the center supervisor, a positive and proactive approach to the maintenance of proper participant conduct will be established. In dealing with the participant, staff will model respect, dignity, and self-control. They will develop an intermediary plan with parent(s) or guardian(s) and coaches that outline goals and expectations for participation in the program and clearly identify conduct expectations and consequences for noncompliance. Parent(s) or guardian(s) and swimmer will sign off on the plan and begin implementation. Staff and participants will actively monitor and evaluate the plan. The staff will meet on an "as needed" basis to evaluate the plan or consider more effective accommodations, redesign or modify the plan, if necessary, and communicate any changes. Staff will continue to monitor and assess the participant's program engagement and behaviors. THPRD staff will document all meetings, telephone calls, incidents, complaints, safety concerns, problems, successes, and make a recommendation(s) for future action.

Step 4: Suspension

If behaviors continue to conflict with the code of conduct, coaches will refer the participant to the program coordinator or center supervisor and the parent or guardian(s) will be contacted. This notification indicates that the participant has not responded to previous interventions in the Splash setting. Referrals will result in a conference with the participant and parent(s) or guardian(s) and assignment of a consequence determined by the program coordinator and center supervisor. Center supervisor may consider alternate strategies. For severe deviant behavior, incorrigibility, or repeated violations, the participant may be suspended from THPRD program for up to five days by the program coordinator or center supervisor.

Step 5: Removal from Program

When the participant does not respond to interventions or alternative placement, the recommendation for expulsion will be considered. The recommendation for expulsion shall be referred to the center supervisor or department manager for approval, and the swimmer will no longer be able to participate in the Splash program. This will be documented on the swimmer's THPRD account.