

# **Midwest Jr. Elite Team**

## **CODE OF CONDUCT**

## **DISCIPLINARY PROCEDURES**

## **APPEALS AND GRIEVANCE PROCEDURES**

**EFFECTIVE January 2013**

# Code of Conduct Disciplinary Procedures Appeals And Grievance Procedures

Membership on a Water Ski Team is an honor, a distinction few achieve and an accomplishment universally recognized. The responsibilities are many and include obligations to do my best for my National Governing Body (NGB), the Team and myself.

To this end, I pledge to uphold the spirit of this Code of Conduct, which offers a general guide to my conduct as a member of the Team. I recognize that this Code cannot establish a complete set of rules, which prescribes every aspect of appropriate behavior.

By signing this document, I agree to abide by this Code of Conduct and the Appeals and Grievance Procedures, which will be used to resolve any alleged violations. I further acknowledge that the Code of Conduct and the Appeals and Grievance Procedures apply immediately upon my selection to the Team and they shall remain in force for as long as I am a member of the Team.

I have familiarized myself with the Code, and understand that acceptance of its provisions as written (in unaltered form) is a condition of my membership on the Team.

## **As a Member of the Team, I pledge to:**

- Act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- Avoid criminal behavior and acts including the mischievous damaging and vandalizing of personal, private and public facilities or property on and away from the venue.
- Refrain from exhibiting drunkenness and from using recreational drugs;
- Refrain from conduct detracting from my ability or that of my teammates to attain peak performance;
- (This provision applies to Team Members under the age of 21) Refrain from the use or possession of alcoholic beverages, tobacco products or drugs while in the custody of the Coach, Team Manager, or their designee, or while travelling to/from Team sponsored events. NOTE: Parents may not take “responsibility in absentia” for Team Members under the age of 21;
- Refrain from purchasing or providing alcoholic beverages to persons under the age of 21, while at or travelling to/from Team sponsored events, including all hours between scheduled event activities;
- Respect the property of others, whether personal or public;
- Respect the members of my Team, other teams, spectators and officials, and engage in no form of verbal, physical or sexual harassment or abuse;
- Use my best efforts to assist other members of my Team, the Team Manager(s), Team Coaches and Team Staff Members in achieving the goals and objectives of the Team;
- Act in a way that will bring respect and honor to my Team, USA Water Ski, the sport and myself and remember that I am an ambassador for my sport, state and region.

In consideration of the above, the following list illustrates conduct which is inconsistent with USA Water Ski values, and the responsibilities associated with being affiliated with the Team. This list does not establish a complete set of rules prescribing every aspect of inappropriate behavior, and is intended to illustrate a sampling of unacceptable behaviors, their relative level of severity, examples of possible penalties/repercussions of such behavior, and the specific individuals or organization with authority to impose said penalties.

### **LEVEL 1 INFRACTIONS**

- Verbally abusive, disrespectful, offensive, racist or sexist behavior.
- Being late for curfew, or being late or absent from an official event activity (camp, seminar, meeting, competition).
- Unsportsmanlike conduct.
- Public disturbance or nuisance.

Authority and Penalties/Repercussions: Team Director, Team Coach or their designee

- Earlier curfew
- Verbal or written reprimand.
- Performance of specified task(s), such as formal written and/or oral apology or restitution.
- Denial of the privilege to participate in any or all remaining team activity(s) at the event.
- Confinement to room or other controlled area(s).

### **LEVEL 2 INFRACTIONS**

- Second offense of Level 1 Infraction
- Drunkenness [if 21 or over].
- Fighting.
- Sexual harassment.
- Pranks, jokes, or other activities, which endanger the safety of others.

Authority and Penalties/Repercussions: Team Director, Team Coach or their designee

- Any of the penalties described under Level 1 infractions.
- Being sent back to travel point of origin or homebase.

### **ZERO TOLERANCE INFRACTIONS**

- Second offense of Level 2 Infraction.
- Using recreational drugs.
- Using performance enhancing substances.
- Vandalizing public or private property.
- Theft of property.
- Breaking the law.
- Purchasing, possessing or drinking alcoholic beverages, if under 21 years old.
- Drunkenness at an official competition, event or activity.
- Possession of or taking or using illegal, banned drugs or controlled substances (includes performance enhancing substances).
- Purchasing or providing alcoholic beverages to persons under the age of 21 years.

Authority and Penalties/Repercussions: Team Director, Team Coach or their designee

- Prevented from competing or participating in an official competition, event or activity.
- Being sent back to travel point of origin or homebase. At the discretion of the person in authority, the athlete may be allowed to travel with the Team and/or remain at the official venue, if that is the most practical alternative (**At athlete or parents expense**).
- If infraction occurs before departure, privileges to travel with the Team and participate in an official competition, event or activity may be revoked.

## **Section I: Disciplinary Procedures For Code of Conduct**

- 1) Introduction - These procedures will be followed when a member of the Team is accused of a violation of the Code of Conduct. These procedures are a component of the Code of Conduct and are established to ensure a fair, equitable, independent hearing, appeal and grievance procedures.
- 2) Filing a Complaint – Any member of the Team, Team Staff, support staff or official delegation (the “Complainant”) may file a Complaint with the Midwest Council relating to any dispute arising under the Code of Conduct. A Complaint must:
  - a) be submitted in writing or by electronic transmission (facsimile or e-mail) to the Chairman of the Midwest Council;
  - b) be signed [electronic signature is acceptable];
  - c) include a concise statement of the alleged grounds of noncompliance, breach of the Code of Conduct or nature of the dispute and the actions taken by the Complainant as of the submission date.
- 3) Processing the Complaint – Upon receipt of the Complaint, the Chairman of the Midwest Council, or his/her designee, will promptly;
  - a) begin an investigation of the Complaint;
  - b) send the Complainant a notice acknowledging receipt of the Complaint and a copy of these Grievance Procedures;
  - c) send to the individual(s) whose conduct is the subject of the Complaint (“the Adverse Party”);
    - a notice of the filing of the Complaint;
    - an invitation to respond in writing to the Complaint;
    - a copy of these Grievance Procedures.
  - d) notify all council members and supply each with a copy of the Complaint.
- 4) Investigation of the Complaint – The Complainant, the Adverse Party and other persons having information related to the subject matter of the Complaint shall be available in connection with the Midwest Council’s investigation and shall cooperate in the collection of all relevant documents and the conduct of interviews. Failure of any party to cooperate may be commented upon in any hearing.
- 5) Resolution of the Complaint – Following the investigation, the Midwest Council, or his/her designee, may attempt to resolve the dispute to the satisfaction of the parties. Any agreed upon resolution must include the written acknowledgement by the parties of that resolution. It is understood that when a Complaint is filed during an official competition or activity the Midwest EVP and /or Team Coach, or their designee shall have sole and absolute authority to evaluate the Complaint and impose those penalties deemed appropriate so long as remedies/penalties are within their level of authority.

The agreed upon resolution along with the written acknowledgment shall be sent by the Midwest Council to the Midwest EVP for ratification and approval.

**PARTICIPANT'S AFFIRMATION**

I have read, understand and accept this Code of Conduct. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of being named and remaining a member of this team.

\_\_\_\_\_  
Name of Midwest Junior Team Director

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Parent/Legal Guardian Affirmation (if under 18)

\_\_\_\_\_  
Relationship

\_\_\_\_\_  
Date