

## TEAM SOPRIS Code of Conduct Addendum

The Swimmers Code of Conduct and the Parents Code of Conduct (Code) shall govern the actions of board members, swimmers, coaches and parents. The Code is intended to provide behavioral guidance and establish clear expectations for all involved. This Code was not conceived to address every possible behavioral circumstance; however, it shall serve as the Sopris Barracudas' foundation for behavioral evaluation.

It shall be the obligation of all parents and swimmers, to comply with the provisions of the Code of Conduct. Any person violating the Code shall be subject to administrative action, up to and including termination of his/her privilege to participate in, or attend, any or all Sopris Barracuda sponsored activities.

Any person observing a Code violation is responsible to notify the Board of Directors with the circumstances. Notification should be a written letter or email to the Board of Directors. Verbal notification will be considered but will not assure any disciplinary action will be taken. The Board of Directors at their discretion may take the following action in response to a written code violation notice:

The first time someone violates the Code, the Board will discuss the violation and assess the level of action to be taken. The Board at its discretion can issue a warning to the person in violation of the Code. The warning will state the Code, the behavior in violation of the Code and state that any further Code violation may result in suspension from all Sopris Barracuda activities. The Board may also request the person make a verbal or written apology for their actions.

The second time someone violates the code of conduct within any 12 consecutive month period can result in suspension from all Sopris Barracuda activities for a minimum of 90 days and maximum of one year. The suspension period will be decided by the Board of Directors.

The Board of Directors can, at its discretion opt to skip any written warning and issue a suspension depending on the severity of the code violation.