



Sanctions for Breaches of the Code of Conduct

First Offence

- **Sanction:**
 - Formal **written warning** detailing the nature of the breach and expected improvement.
 - **Possible suspension** from the club for a short duration, depending on the severity of the breach.

Second Offence

- **Sanction:**
 - Formal **written warning** emphasizing the repeated nature of the misconduct.
 - A **longer suspension period** from club activities, appropriate to the seriousness of the breach.
 - **Pre-return Meeting:** Before being allowed to return to training or competitions, the swimmer and their parent(s)/guardian(s) must attend a meeting with the **Chairman, Welfare Officer, and Head Coach**. The purpose of this meeting will be:
 - To discuss the repeated breaches.
 - To outline clear expectations moving forward.
 - To emphasize the potential consequences of further misconduct.

Third Offence

- **Sanction:**
 - **Removal from the club:** The swimmer may be asked to leave the club permanently.
 - The decision will be communicated formally in writing and explained to the swimmer and their parent(s)/guardian(s).

Note: The club reserves the right to escalate disciplinary action if the nature of the breach is deemed severe, including bypassing earlier steps for extreme or harmful behavior. Actions that may constitute criminal offenses will be reported to the police immediately.

By signing this Code of Conduct, you acknowledge and accept these potential sanctions as part of your commitment to upholding the standards and values of the club.