Highland Park Aquatics Club
Waivers and Policies

This document captures the policies and waivers that must be reviewed and approved upon registration by members of Highland Park Aquatics Club ("Highland Park Aquatics Club" or the "Club").

HPAC ATHLETE CODE OF CONDUCT

The purpose of a code of conduct for athletes is to establish a consistent expectation for athletes' behavior. Highland Park Aquatics Club athletes agree to the following statements:

- I will respect and show courtesy to my teammates and coaches at all times.
- I will demonstrate good sportsmanship at all practices and meets.
- I will set a good example of behavior and work ethic for my teammates.
- I will be respectful of my teammates' feelings and personal space. Athletes who exhibit sexist, racist, homophobic, or otherwise inappropriate behavior will be faced with consequences.
- I will attend practice sessions and swim competitions at the level required by my swim group, unless I am excused by my coach.
- I will show respect for all facilities and other property (including locker rooms) used during practices, competitions, and team activities.
- I will refrain from foul language, violence, and behavior deemed dishonest, offensive, or illegal.
- I will talk to my coach if I disagree with an official's call instead of approaching the official directly.
- I will wear the required Highland Park Aquatics Club team uniform (t-shirts, caps, Warm-Ups and Bag) as directed by the Coaches.
- I will obey all of USA Swimming's rules and codes of conduct.

Failure to comply with the Code of Conduct may result in disciplinary actions, which may include but are not limited to:

- Removal from the pool, training facility, or event venue to sit out all or part of the activity
- Removal from the training facility and dismissal from the team for days or weeks
- Dismissal from the team and immediate return home from an event at the expense of the parent
- Disqualification from one or more events of a competition
- Suspension from further team activities for a specified duration
- Disqualification from future meets
- Termination of membership

See USA Swimming Rules & Regulations: Article 304

Zero-Tolerance Policy on Drugs and Alcohol

To ensure a safe, healthy, and competitive environment, HPAC maintains a **zero-tolerance policy** regarding the use, possession, or distribution of alcohol, drugs, vaping devices, and non-prescribed controlled substances.

This policy is in effect at all times, including but not limited to swim practices, meets, team functions, travel, and any off-site activities where the athlete is representing the team.

Offense & Disciplinary Action

First Offense

- Immediate suspension from the team for **two weeks**, including all practices and competitions.
- Ineligibility for the next scheduled swim meet following the suspension period.
- Mandatory meeting with the athlete, parent/guardian, and lead coach.
- Completion of an approved substance abuse education program may be required before reinstatement.

Second Offense

- Suspension from the team for **the remainder of the current season**, including practices, meets, and team events.
- Ineligibility for any postseason events, awards, or recognition.
- Required documentation of participation in a substance abuse counseling or education program to be considered for return the following season.
- Formal warning that any further violations will result in permanent dismissal.

Third Offense

- **Permanent removal from the swim team.**
- The athlete will be ineligible to return in future seasons.
- Parents/guardians will be notified, and the decision will be documented and reviewed by the club board if necessary.

Confidentiality & Enforcement

All reports of violations will be handled confidentially and investigated thoroughly. The coaching staff and club leadership reserve the right to determine disciplinary action based on the evidence presented and the severity of the situation.