Orinda Aquatics

USA Swimming

Parent Policy & Information Letter 2026-2027



Welcome to the 2026-2027 season of Orinda Aquatics. After concluding not only our 32nd year, but one of the most successful and impactful in the team's history, we are very excited to start the new year. For those new to the program, we encourage you to review the 2025-2026 Memory Book with Graduating Senior Letters, as well as the team slideshow and our new website, which has in-depth information on the success and culture of the team.

We are very proud of our team and the Orinda Aquatics organization, and grateful for your interest and participation. This is a very personal, "high character" environment, and we are confident that you will find value, both in and out of the pool. Our goal at Orinda Aquatics is to create a program based on character and integrity that, simply put, would be the premier youth sports organization in the country and a model for swim programs at all levels.

Our underlying philosophy is that this experience should be far more than simply a sport or an activity, but more an endeavor that helps develop the whole person through the life lessons offered by the sport of swimming. Through this, we hope to develop great athletes who place a premium on virtues such as discipline, work ethic, leadership, team commitment, perseverance, and character, and who will develop life skills that can be applied in college, careers, and life. Our philosophy and culture have impacted the broader landscape of USA Swimming and have fueled unprecedented success for a team of our size.

Whether new or returning, we thank you for your decision to swim with Orinda Aquatics and thank you in advance for your support. Please review the following information prepared by the staff and the Board, which outlines the team policies for the 2026-2027 swim season, and do not hesitate to reach out to any of the individuals on the contact list (at the end of this letter) if you have questions.

Again, we appreciate your participation in Orinda Aquatics and look forward to supporting your children both personally and athletically.

Sincerely, the Orinda Aquatics staff and Board of Directors

Also, on the website, please find:

- *Orinda Aquatics Team Handbook*
- *Junior Group Handbook*
- *Senior Group Meeting Handout*
- *The new FAQ's*

2026-2027 Member Information & Team Policies

Parents' Roles & Obligations

Organizational success requires support from the parents in three main areas: ***Meet Support, Team Support,*** and ***Financial Support.***

Meet Support

Hosted Meets

Hosting a meet is significant in that it is:

1) a necessary revenue source for Orinda Aquatics,
2) a responsibility to Pacific Swimming and to the athletes of member clubs,
3) an opportunity for parents to be involved in the competitive process, and
4) an opportunity for our swimmers to compete in their own pool with no travel.

It also increases the likelihood of our swimmers entering the meet before it closes.

Schedule (all are pending Soda Aquatic Center confirmation of rental requests.)

HOST MEET DATES	MEET TYPE
• **October 10-11**	**OA C/B/BB+** (all eligible)
• **October 24-25**	**OA Senior Open** (with qualifying times)
• **November 1**	**Fall Jamboree** (all Junior group and new Senior group athletes swim; returning Senior group athletes perform all meet jobs)
• **January 23-24**	**OA Senior Open** (with qualifying times)
• **June 12-13**	**OA C/B/BB+** (all eligible)
• **June 26-27**	**OA Senior Open** (with qualifying times)
• **July 27 (TBD)**	**OA Summer Finale SCY** (all eligible)

Volunteer Guidelines

- **Participants** – Hosting meets is an ***organizational responsibility***. Due to the demands of hosting a large meet, all team families are required to work, regardless of participation in the meet, temporary absence due to travel/injury/other, or team support in other non-meet activities. The only exceptions are families of Fall high school water polo players and of college swimmers registered with Orinda Aquatics. For these groups, families are required to fulfill meet jobs only if their swimmer is entered in the meet.
- **Sign-ups** – Families make their volunteer selections through an online form in TeamUnify. An email notification will go out the week before the meet with a link and instructions on how many jobs are required of each family. Certain jobs tend to fill very quickly after sign-ups open.
- **Shifts** – Host meet volunteer obligations can vary but are typically two three-hour shifts per two-day meet. All families are required to sign-up for the specified number of shifts, and your prompt cooperation is greatly appreciated to eliminate these additional tasks for the meet organizers:
    - If a family signs-up for too many shifts, the Meet Jobs Coordinator will delete any overage.
    - If a family does not sign-up to work a home meet, the Meet Jobs Coordinator will send ***one*** reminder email.
    - If the family still does not sign up, the Meet Jobs Coordinator will send a subsequent email notifying them that they will be billed for failure to comply with this membership requirement.
- **Penalties** – The penalty for failure to sign-up is $225 per shift. The no-show penalty for a scheduled job is $350 per shift. These fees will be processed through the family's TeamUnify account immediately following the OA-hosted meet.

- **Subs** – For some meets, a substitute (minimum age of 16) may be hired, but only for those jobs designated as 'sub-approved' in the job notes on the online sign-up form. Families are responsible for contacting, hiring, and making payment arrangements with their sub. The name, cell number, and email address of the sub must be included in the notes section of the signup, and the Meet Jobs Coordinator must be notified. Orinda Aquatics does not maintain a list of subs.
- **Changes** – Families are welcome to swap assignments with another family, but the Meet Jobs Coordinator must be notified of such changes.
- **Questions** – Contact the Meet Jobs Coordinator.
- ***Note – Parents should not have their swimmers work for them in lieu of swimming in a meet.***

In addition to those positions available for volunteer sign-ups for each meet, there are various essential meet support jobs which require a minimum year-long term and a greater commitment of time throughout the year. These positions include Official, Meet Director, Meet Jobs Coordinator, Head Marshal, Hospitality Chair, Snack Shack Chair, Photography Chair, Colorado Timing System (CTS) Operator, and Computer (Meet Manager) Operator. If you are interested in learning more about any of these, please contact the Orinda Aquatics Meet Director or Volunteer Jobs Coordinator.

Away Meets

Orinda Aquatics is obligated to provide Timers to cover shifts assigned to our team by the meet host. Parents of swimmers participating in away meets are required to share in the timing responsibility, even for those swimmers who drive themselves to the meet. An email for timing shift sign-ups is sent to the team during the week before the meet, and it indicates if more than one shift is required per family. Please be prompt in filling the designated number of slots; ***every*** participating family is expected to fulfill this team obligation.

Each participating team is also required to provide Officials at away meets. The number of Officials we are expected to contribute is correlated to the number of Orinda Aquatics swimmers entered, and our team is fined if we fall short. **Should the team be fined for lack of Officials, the fine amount will be divided by the number of swimmers attending and families will be charged accordingly in order to cover the cost.** The Meet Officials Coordinator for Orinda Aquatics keeps our list of team parents who are USA Swimming certified Officials apprised of upcoming meet obligations.

Team Support

As a part of our big picture philosophy, we want to create the best overall swim team *experience* for our swimmers. We realize that the majority of that experience will come from daily training, swimmer development, friends, and the coach/swimmer relationship, but positive social activities certainly enhance the cohesion and enthusiasm of the team. Examples of events held in the past include teambuilding activities, theme weeks, rafting trip, team breakfasts, holiday get-togethers, parent socials, and a year-end banquet.

We cannot hold these events without parent support, and each family ***will be required to work at least ONE Social & Team Support (S&TS) job in Tier A or TWO jobs in Tier B during the course of the year.*** Tier A jobs carry a little more responsibility, while Tier B jobs carry less. Jobs at all levels must be filled during the year. There is no buy-out option, nor is it appropriate to hire subs for social jobs. The jobs are varied, many are fun, and they offer a great way to meet other parents on the team. Sign-ups for S&TS jobs will take place online through TeamUnify in September. An email will be sent to inform all members of when the sign-ups will open. As with meet jobs, S&TS job sign-ups will be tracked, and families that do not sign up and fulfill this requirement will be assigned additional shift(s) at a summer host meet. The penalties listed above will be imposed for failure to fulfill this additional meet job obligation.

Financial Support

In addition to the veteran staff, the personal training program, and competitive opportunities, our program includes:

- a culture that has become a model for youth sports
- a very positive, efficient, and effective training program
- a built-in, high-level dryland program by the nation's leading fitness organization – **SwimStrong Dryland**
- extensive nutrition resources
- Athlete Video – world recognized state-of-the-art filming
- personalized college support for all high school Juniors and Seniors

The annual family fee provides each swimmer with a team suit, two team t-shirts, one team silicone cap, and a mesh bag for their swim gear. Additional team revenues are obtained from hosted meets and fundraising, which is largely comprised of **See's Candies** sales in November.

Dues

Orinda Aquatics bills on a 12-month cycle – September 1 through August 31. The first month's dues are collected with the annual family fee when completing the registration process. Thereafter, monthly dues payments are collected on the first of each month, using the TeamUnify (TU) autopay function, with the final payment of the season collected on August 1st for ***all*** swimmers. To help defray the considerable credit card processing fees incurred by Orinda Aquatics each year, families will now be encouraged to set up the ACH/bank account withdrawal payment option for their monthly dues. Credit cards will continue to be a payment option, but all associated processing fees will be passed along to the cardholder, starting the month after the annual registration payment is made.

In addition to paying for a team suit, cap, T-shirts, and mesh bag, the Annual Family Fee helps to offset costs associated with team activities and administrative services, such as accounting.

The 2026-2027 dues schedule is as follows:

<table>
<tr><th>GROUP</th><th>MONTHLY BILLING</th><th>ANNUAL FAMILY FEE
(includes suit, cap, T-Shirts, mesh bag)</th></tr>
<tr><td>Junior 1</td><td>$315</td><td rowspan="6">$200 per family + $200 per swimmer</td></tr>
<tr><td>Junior 2</td><td>$325</td></tr>
<tr><td>Junior 3</td><td>$375</td></tr>
<tr><td>Senior 2</td><td>$420</td></tr>
<tr><td>Senior 3</td><td>$485</td></tr>
<tr><td>Senior 4</td><td>$550</td></tr>
<tr><td colspan="3">Discount for additional siblings: $40/month, $120/month for each additional</td></tr>
<tr><td>College Full-time:

College Part-time:</td><td>$500: entire year – Senior 4
$400: entire year – Senior 2,3
$100: school-year breaks only
(no summer)</td><td>All swimmers must also be registered with USA Swimming and Orinda Aquatics. Swimmers must take care of both registrations.</td></tr>
</table>

Prorated Annual Fee

Families who join after December will be charged a prorated amount of the Annual Family Fee, as follows:

JOINING MONTH	ANNUAL FAMILY FEE *(includes cap, T-Shirts, mesh bag – no suit)*
January – April	$150 per family + $75 per swimmer
May – July	$100 per family + $75 per swimmer

Dues Reduction for high school water polo players

For athletes playing on their high school water polo team, dues will be reduced to $100/month for September and October. Orinda Aquatics encourages those swimmers to come to practice when possible and to participate in any meetings, dry land, meets, or activities if their schedule allows. Please email Matt at Matt2coach@comcast.net if your child is playing high school water polo. **This discount *only* applies to high school water polo in the Fall and no other sports or activities.** Parents of those swimmers playing water polo will only be expected to work at a Fall meet if their children are entered in the meet.

Leaves of Absence & Termination

The only allowable 'leave of absence' is for long-term medical conditions – not for vacations. For swimmers on a long-term medical leave, not able to attend practices, the monthly fee is reduced to $25. **For termination from the team, 30-day notice is required to cancel automatic billing.**

See's Candies Fundraising

Participation in Orinda Aquatics' annual See's Candies sales fundraiser is required of each family, though families may choose to fulfill their obligation by paying the buy-out amount. Minimum sales requirements and buy-out options are as follows:

	Family with one swimmer	Family with multiple swimmers
Minimum sales amount	$350	$500
Buy-out amount	$250	$275

For partial sales, the required buy-out is calculated at 65% of the difference between the amount sold and the required amount (example: a swimmer sells $150 of candy, $175 less than the minimum, and will owe an additional $115, or 65% of $175). Please note that a buy-out is not tax deductible, per IRS rules.

Registration & Safe Sport

Registration with Orinda Aquatics

Unless specifically instructed differently by an Orinda Aquatics coach, Junior Group swimmers moving to the Senior Group should register for the Senior 2 Group, and all other returning swimmers should register for their previous group. Please do so by Sunday, August 23. You will receive an email with a link to the registration page on the Orinda Aquatics website once it goes live.

Registration with USA Swimming/Pacific Swimming

All swimmers are required to be registered with USA Swimming. This governing body provides liability insurance for the swimmers as they train, compete, and participate in sanctioned team events. USA Swimming also governs competitions, keeps a database of all swim times, and provides athletes with educational materials and information about the sport.

Under SWIMS 3.0 – implemented by USA Swimming in 2022:

- *All swimmers – returning, new, and transfer – will be responsible for applying and paying online for their own registration.*
- In order to be linked to Orinda Aquatics (and Pacific Swimming), all swimmers must access the new registration system using a team-specific link, which will be distributed to all team members.
- *Swimmers who are returning to Orinda Aquatics from the 2026-2027 season will not need to update their USA-Swimming registration until December 2026*. USA Swimming registration for those swimmers is still current and will keep them eligible to enter fall 2026 meets. All others will need to register before training or competing with Orinda Aquatics.

Safe Sport

Orinda Aquatics is committed to maintaining recognition as a Safe Sport club. All athletes and at least one adult from each registered family are *encouraged* to complete the appropriate online Safe Sport course upon initially joining Orinda Aquatics and bi-annually thereafter. This training is available as live or online sessions via the USA Swimming website. Please inquire if you have questions about which course to take.

All adult members of USA Swimming over the age of 18 are *required* to take USA Swimming's online Athlete Protection Training (APT) course and pass the test. Before each meet, Pacific Swimming Officials provide the meet host with a list of entered swimmers who have not passed the APT test. These athletes will not be permitted to swim in any meet until they can show proof of their positive APT test result. There is no grace period – this requirement goes into effect starting on the swimmer's 18th birthday. The course and additional information can be found on the USASwimming.org website.

- *The APT course is free of charge and, upon successful completion, should update in your USA Swimming membership record within 24 hours.*
- *This training must be renewed annually.*
- *Coaches, Officials, Meet Directors, Head Marshals, Board Members, chaperones, and adult athletes are included in this requirement.*
- *Questions should be directed to Orinda Aquatics' Safe Sport Coordinator, Sara Beugelmans (sarabeugelmans@gmail.com)*

Merchandise

Purchasing Guidelines

- As an Arena-sponsored team, Orinda Aquatics receives training equipment and other significant financial support each year from Arena. We ask that all members honor our sponsorship by purchasing only Arena suits and products, through Conejo Swimworks, including 'tech suits' or 'fast suits' worn in peak meets throughout the year.
- To facilitate gear and apparel acquisitions for Orinda Aquatics families, a team store has been set-up on the website of our selected vendor, Conejo Swimworks (www.conejoswimworks.com). See the list of required and optional equipment below.
- A separate team store will be set-up to offer spirit wear to swimmers and their families, typically two times each year.

Policies regarding team apparel

- Swimmers can purchase Arena apparel online through the team store at Conejo Swimworks.
- All new and returning swimmers will receive a team suit, team T-shirt(s), one silicone team cap, and a mesh gear bag.
- Team T-shirts and swimsuits will be ordered in bulk for all team members, based on the shirt and suit sizes specified for each swimmer through Orinda Aquatics registration in TeamUnify.
- ***Team attire – OA team suit, team t-shirt, team jacket, team pants, team parka, and team backpack – is mandatory*** and must be visible for both senior and junior group swimmers at all meets.
- The Orinda Aquatics staff will designate which T-shirt will be worn each meet day.
- Team caps are required at all workouts and meets. Orinda Aquatics places bulk orders for personalized team silicone caps 2-3x/year. Families will be asked for their order quantity and personalization, and their TeamUnify account will be billed.
- ***All female and male swimmers are expected to wear their swimsuits in a respectable manner, always.***
- Two-piece swimsuits are not permitted at meets or workouts.
- Tie-back swimsuits are not permitted in any sanctioned competition, per USA Swimming rules. PacSwim Officials will enforce this and remove a swimmer from the blocks before her race.
- Orinda Aquatics logo'd 'spirit wear' is not considered appropriate for swimmers to wear during meets.

Item	Junior Group		Senior Group	Notes
	J1/J2	J3	S2/S3/S4	
Team swimsuit	I	I	I	**Team order**; specify size during member reg in Team Unify
Team mesh bag	I	I	I	Will be distributed to swimmers
Team cap, silicone	I	I	I	Not personalized; will be distributed
Team t-shirts	I	I	I	**Team order**; specify size during member reg in Team Unify
Team backpack	R	R	R	Arena, OA logo, can be personalized
Team warm-up jacket	R	R	R	Arena, OA logo, can be personalized
Team warm-up pants	R	R	R	Arena, OA logo, can be personalized
Team parka	R	R	R	Arena, OA logo, can be personalized
Team red sweatshirt	O	O	O	Arena, OA logo, can be personalized
Team shorts	O	O	O	Arena, OA logo, can be personalized
Team caps, silicone	O	O	O	Team order; can be personalized
Fins	R	R	R	See Conejo team store
Snorkel	R	R	R	See Conejo team store
Kickboard	R	R	R	See Conejo team store
Paddles	R	R	R	See Conejo team store
Parachute	-	R	R	Finis, 8" red; available on team store
Tempo Trainer	-	R	R	Finis; available on team store

I: Included with annual family fee **R: Required of all swimmers** **O: Optional**

Group Structure Overview

We ask that swimmers and parents trust and support the coaches' decisions on group placement. The criteria used in placing swimmers in their respective groups is as follows:

- performance level/development history/potential
- attendance/workout commitment (reviewed from the previous short course and long course seasons)
- ability to train at full capacity; training discipline and focus
- technique/general balance in the water
- personal and athletic maturity
- meet commitment
- team support

Group	Attendance Expectation	Focus
Junior 1 / 2	70% +	JO/FW, technique, training intro, race development
Junior 3	80% +	Far Western / Sectional-level development, tech/race detail, leadership
Senior 2	70% +	Western Zone-level swimming, technique-based, leadership
Senior 3	80% +	Sectional-level swimming, technique, training, leadership
Senior 4	90% +	National-level swimming, full commitment, leadership – attend ALL team and national meets

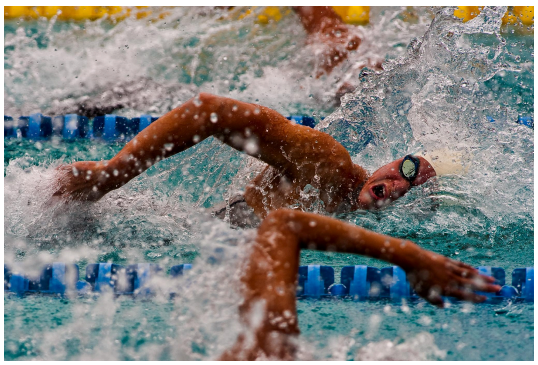
Check the Orinda Aquatics website, "Year-Round Registration" for additional information.

Communications & Contacts

Communications

The primary form of communication for Orinda Aquatics is email. Please make sure that we have the proper email address for parents *and swimmers*. The coaching staff will send out weekly updates and other important information. Also, we recommend that parents and swimmers check the website for news and updates regularly. You can also email the coaches via the website "**Contact"** button, or at the email addresses provided. Orinda Aquatics' **Facebook** page and **Team Feed** can be accessed through www.orindaaquatics.org.

Please view the new website at www.orindaaquatics.org



Contacts

ROLE	NAME	EMAIL
General/Senior Group	Donnie Heidary	don@orindaaquatics.org
Senior 4 Group	Ronnie Heidary	Coach_Ron@msn.com
Junior Group	Matt Ehrenberger	Matt2Coach@comcast.net
Registration/Billing	Matt Ehrenberger	Matt2Coach@comcast.net
Team Merchandise/Try-Outs	Tiffany Forbes	tforbes267@gmail.com
Team Gear Vendor	Conejo Swimworks	www.conejoswimworks.com 805-379-4734 - Yvette Grimaldi
Team Gear Support	Melisa Calica	melisacalica@gmail.com
Meet Directors	Vanessa Bratcher	vfitzpatrick@gmail.com
Meet Jobs Coordinator	Lori Polski	lori.m.polsky@gmail.com
Social Director	Summer Brown	dancesum@yahoo.com
Block Party Liaison	Justin Michaels	justindavidmichaels@gmail.com
Social Activity Support	Melisa Calica	melisacalica@gmail.com
OA Officials Coordinator	Conan Chin	conanthebarbarian168@gmail.com
Masters Swimming Coordinator	Cristina Bensadoun	cristina@bensadoun.com
Safe Sport Coordinator	Sara Beugelmans	sarabeugelmans@gmail.com
Social Media Coordinator	Sanda Proescher	sandaproescher@gmail.com
Board Member, President	Mark Chiarucci	chiarucci1938@yahoo.com
Facebook	Orinda Aquatics	
Instagram	@Orinda Aquatics	



What to look for in 2026-2027

- Open House 8/24
- Swimmer Meetings (Zoom) 8/28
- Parent Meetings (Zoom) 8/30
- Zoom Meetings / Parent Education - TBD
- Buddies / Mentors - ongoing
- College support - ongoing
- Drill Week / Skill Week / Character Week (Fall)
- OA gear distribution and suit fitting 9/5
- Team-wide buddy breakfast/lunch – Fall 9/19 – with Teambuilding) - Spring 3/27
- Fall Teambuilding – Junior and Senior 9/19 – see above
- Parent Social 9/20
- Holiday parties – Junior and Senior 12/19
- Team Bowling (1/9 or 1/16)
- Team Pictures 5/10
- Rafting 6/28
- Theme Week 6/21-25
- Harbor House 7/9
- Team Banquet 7/20
- Block Parties (many)

What to look for on OrindaAquatics.org

- NEW website!
- Account info (in TeamUnify)
- Team Handbook
- Workout Schedules
- Meet Schedules
- Training & Development Philosophy
- Junior/Senior Group overview
- Swimmer Handbooks – Junior & Senior
- Banquet recap
- Senior letters
- Parent education
- Team/season Photos (SmugMug – on website)
- Articles – swimming, college info, character, etc.



Athlete Support

SwimStrong Dry Land*

Orinda Aquatics has partnered with an extraordinary organization and one of the most impactful fitness programs, designed specifically for swimmers, in the country. SwimStrong offers a comprehensive and holistic approach to athlete development with a very hands-on, high touch process, as they work with only twenty organizations. Below is a brief summary of what SwimStrong will bring to Orinda Aquatics:

- **World-Class Dryland Programming** periodized to fit the Orinda Aquatics season schedule/meet focus, with up to six workouts per week, including at-home options. The session will balance core and strength work. Workouts with detailed video will be accessed though Google sheets by coaches and athletes.
- **Nutrition Education** and password-protected access to all nutrition content on the SwimStrong Dryland website (created by Director of Nutrition Programming and Research, Brittany Miller, PN1 Certified, IYCA Youth Nutrition Specialist)
- **Training Education and Daily Wellness Tracking** (created by Director of Program Research and Development, Bryan McPherson, M.S. Exercise Physiology, NSCA CSCS)
- **Prehab/Rehab** work built into the programming and additional routines added in for injury prevention or recovery (created by Doctor of Physical Therapy consultant, Jill Oertle, PT, DPT)
- **Exclusive access to all content** on the website (swimstrongdryland.com)

Camera/Video

Athlee is used by club coaches, international elite coaches and the coaches of Olympic and World Championship gold medalists alike, but it is the best reactive coaching tool for coaches at any level. Athlee video feedback provides coaches with a means to show athletes where they are going wrong and where they are getting it right, providing constant reinforcement of messaging and driving improvement

*

Extensive College Support provided by Ronnie & Donnie, and Academic Advisor, Liz La Porte

These are provided by the team

Orinda Aquatics Policy on Behavior

The policy and philosophy of Orinda Aquatics will be viewed in three areas:

- *The mission and guiding principles of Orinda Aquatics*
- *Strict protection of the Orinda Aquatics environment*
- *Inappropriate behavior outside of Orinda Aquatics, including the use of drugs or alcohol*

1 – The Philosophical Backdrop and Mission of Orinda Aquatics

First, and foremost, it is imperative that all members of Orinda Aquatics, swimmers and parents, fully understand and embrace the team's mission and values. The culture and athletic foundation of Orinda Aquatics is based on a high-character athletic process coupled with an integrity-driven lifestyle. Our core values will be centered on integrity, work ethic, humility, compassion, mutual respect, and team support. This "character-based" philosophy encompasses *all* aspects of behavior, attitude, and interaction. There is no divorcing the swimmer or athlete from the person or teammate. Beyond creating a positive character-based environment, it is the objective of Orinda Aquatics to be a safe-haven for young athletes who choose to walk a socially responsible path. We want to lead the way in this regard and show that it *is* possible to maintain a positive, healthy, environment for young adults. While certain activity may be commonplace in society or acceptable locally, *we* will not tolerate any activity that compromises the integrity of our team or the organization as a whole.

2 – The "Protection" of Orinda Aquatics

Our philosophy should translate into a positive, healthy, and productive environment that supports all members and protects the environment and culture. Behavioral expectations will encompass every aspect of this program from training, competition and travel, to activities and general personal interaction. Members will be expected to act with the utmost integrity at all times. This is the reason that Orinda Aquatics does not travel with chaperones. As stated above, any action or activity that compromises the integrity of Orinda Aquatics will not be tolerated. Examples would be inappropriate language, improper attire, lack of team support, negativity/apathy, tardiness, being disrespectful to anyone, or clearly engaging in an activity that is inappropriate or illegal. Even the smallest infractions will be addressed, and the coaches will be the ones who evaluate and address behavioral issues.

3 – Behavior "outside" of Orinda Aquatics

While we do not have the desire or intention to monitor or evaluate behavior outside of Orinda Aquatics, we will be steadfast in our effort to protect this team and its culture. Any action or activity that would be unbecoming of a high-character athlete or representative of the ideals of this program will be addressed, regardless of the circumstance or location. Anything that translates into dialogue, focus, or rumor within the team or the community *will* become a team issue, and therefore will be addressed. With regard to the use of drugs or alcohol outside of Orinda Aquatics, those who engage in such activities, do so in direct contradiction to everything this team stands for. These actions betray the trust and commitment of the coaches and swimmers, and they jeopardize the organizational foundation and reputation. Additionally, any *collegiate swimmer* who engages in the use of drugs or alcohol with members of the Orinda Aquatics Senior Group (high school swimmers) will be excused from the team, as this is *not* the leadership or mentorship we are looking for from older swimmers. Orinda Aquatics will *not* need "proof" of such activity to investigate and take action against it.

Response to inappropriate actions, or the suspicion of such actions, either within the context of an OA activity or outside, will be addressed by the staff with the team member involved. If necessary, a meeting will be held with the members' parents and or the Board of Directors. If it is clear that the ideals and philosophies of Orinda Aquatics are not aligned with those of the athlete, we will ask the member/family to leave the team. ***Finally, the coaching staff of Orinda Aquatics reserves the right to dismiss any member for actions or attitudes that are counter to the team's mission and ideals.***