

Policies
and
Procedures
of
Virginia Swimming, Inc.

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POLICIES

A. APPLICABILITY

1. These policies are binding on all VSI registered athletes and clubs. Requests to deviate from these policies must be submitted in writing to the General Chairman and approved by the Board of Directors, or as otherwise specified.
2. It is the responsibility of member clubs to inform their registered athletes of the contents of these policies. A copy of these policies and subsequent changes will be provided each member club.

B. CHANGES

1. Changes/amendments to the Policies may be adopted by the House of Delegates provided that any proposed policy or amendment shall have been submitted in writing to the General Chairman and Secretary at least 40 days in advance and to every member of the House of Delegates at least 30 days in advance of the meeting at which the proposal will be considered. Further, the Board may originate proposals and amendments for ratification by the House of Delegates.
2. Changes to the Procedures may be made by the Board of Directors upon 7 days notice to the Board. Votes may be obtained by electronic means.

C. PERMANENT OFFICES

1. Administrator - Handles all duties directed by the General Chairman of VSI with the approval of the Board of Directors for functions not covered by an elected officer or volunteer position. This position may be combined with an elected office as approved by the VSI Board of Directors. The VSI House of Delegates will approve compensation through the budgetary process.
2. Webmaster – Handles all duties directed by the Administrative Vice Chairman of VSI with the approval of the Board of Directors. The VSI House of Delegates will approve compensation through the budgetary process.

D. BACKGROUND SCREENING

1. Background screening shall be done through the current mechanism in place with USA Swimming.
2. All non-athlete candidates for office on the VSI Board of Directors shall have passed the background screening program.
3. All non-athlete members of the VSI Board of Directors must have a current background screening.
4. All VSI designated chaperones must have initiated the background screening process.
5. All background screening records shall be maintained by the VSI Administrator.

E. CONFLICT OF INTEREST

Upon election to the Virginia Swimming Inc. Board of Directors each member will sign the Conflict of Interest Statement (Appendix A) approved by the Virginia Swimming House of Delegates. Annually, each member will sign a document asserting that he/she has complied with the Statement during the past year.

F. CREDENTIALS

At all meets, all coaches are required to have their coaching credentials available and produce them if requested. The date of expiration will be shown on the credentials. Credentials will only be issued by the registration chair. This will only occur after s/he has received documentation that all requirements for certification have been met. Coaches who are registered and in good standing but do not have

their credentials with them at a particular meet will be issued temporary credentials by the meet director.

G. CLASSIFICATIONS, TIME STANDARDS and ENTRIES

1. Unless otherwise announced by VSI, National Age Group motivational times will be used to determine swimmer classification. These will go into effect November 1 each year.
2. For each stroke and distance, the level of classification of the swimmer will be that of the highest level achieved whether in a 25 yard, 25 meter, or 50 meter course.
3. Relay Events: A swimmer may participate on a relay when his time in the stroke and distance of that leg of the relay is not faster than the time permitted in the individual event in the meet. If a swimmer betters the maximum entry time in the same meet, the swimmer may still compete in the relay.
4. Entry times must have been achieved in USA Swimming sanctioned or approved competitions, or observed swims. "Coaches Times" (CT's) or "No Times" (NT's) are permitted when specified in the invitation in meets until the championship series of meets begin for both short and long course seasons. At no time may Coach's Times be faster than a BB time standard. NTs are restricted to entries requiring BB or below time standards.
5. If, after entering an event, a swimmer achieves a time that is faster than the meet permits, the swimmer shall not participate in that event. The swimmer/coach must notify the meet director who will allow the swimmer to select an alternate event or refund the entry fee.
6. Illegal Entries
 - a. Any of the following will be deemed an illegal entry:
 1. Entry does not conform to the qualifying time standard.
 2. Entry was not achieved in the time frame stated in the meet invitation.
 3. Swimmer competed in the incorrect age group or sex.
 - b. If an illegal entry is discovered after the entries have been sent in and prior to the competition, the host club shall contact the club or person responsible for the entry and have them take corrective action. If no action is taken, the entry will be scratched and the entry fee forfeited.
 - c. If a suspected illegal entry is discovered after the event is swum, the meet director, meet referee, or designated VSI officer may challenge the entry.
 1. Proof-of-Time: The burden of proof shall be borne by the challenged club or by the individual if unattached. The proof of time must include the name and date of the meet where time was achieved and a copy of the event results as it appears in the USA-S national database or the official meet database. The proof of time must be submitted within 7 days of being challenged.
 2. Restoration of Time: If, upon receiving documentation in the required timeframe, the entry is deemed to be legal, the event must be rescored and re-awarded. A corrected copy of the meet results must also be published.
7. Penalties and Fines
 - a. A fine of up to \$100 per event may be assessed for any of the following:
 1. Entries using fraudulent and/or non-verifiable entry times that are not in accordance with entry guidelines
 2. Illegal entries (see section above for definition)
 3. Swimmer not registered with USA-S prior to the first day of the meet
 4. Submitting a document that indicated a swimmer is properly registered with USA-S for a meet when, in fact, that swimmer is not properly registered.

5. Entering a swimmer as attached to a club when, in fact, that swimmer is unattached.
(Applies to VSI and non-VSI competition)
- b. Any event in which a swimmer illegally participates shall be rescored and any corrections to the awards shall be made.
- c. If the swimmer is representing a club in competition, the fine will be levied on the club; if unattached, the fine will be levied on the swimmer.
- d. Assessment of Penalties and Payment of Fines: Meet officials will immediately report violations to the VSI Administrative Vice Chairman or General Chairman who will bring the issue to the VSI Board of Directors or Executive Committee. If appropriate, fines will then be assessed. Unless the swimmer was swimming unattached, all fines for the violations under this policy are imposed on the club the swimmer was representing in the competition. Fines are considered due and payable immediately upon receipt by the violating club. Fines levied by meet officials may be paid on the spot to the Meet Director who shall forward any payments received to the VSI General Chairman. In all other circumstances fines shall be remitted directly to the General Chairman. Fines not remitted within fourteen (14) days shall automatically be doubled. Should a fine remain unpaid after thirty (30) days, the swimmer and the club they were representing shall be notified by the General Chairman and suspended from competition within the jurisdiction of VSI until such time as the fine is paid. The assessment of any fine or penalty may be appealed to the VSI Board of Directors within 30 business days of notification of the fine.

H. COMPETITIVE SUBDIVISIONS

To maximize competitive opportunities, reduce travel, and facilitate administration, clubs are assigned to competitive subdivisions for various meet classifications. For regularly scheduled meets conducted in accordance with current course schedules, the Board of Directors will determine the competitive subdivisions and the assignment of clubs. The Technical Planning Chair may approve variations in club or athlete attendance on a case-by-case basis for good cause shown after consultation with appropriate members of the Board of Directors.

I. SANCTION AND APPROVAL PROCESS

1. The purpose of the sanctioning and approval process is to ensure that swimming competition under the jurisdiction of the Virginia Swimming, Inc (VSI) local swimming committee (LSC) conforms to the rules, regulations, policies, and procedures of both VSI and USA Swimming. Sanctions and approvals are granted to a host team sponsoring approved competitions within the VSI LSC.
 - a. Sanction requests are for competition under the auspices of USA Swimming guidelines and all of the participants registered with USA Swimming.
 - b. Approval requests are for competition under the auspices of USA Swimming guidelines and some of the participants registered with USA Swimming
2. The host team for the meet will submit a request for sanction or approval to the Administrative Vice Chairman along with a draft meet announcement, a check for the sanction fee, and meet expense worksheet (if required) 60 days prior to the scheduled date of competition. The minimum information required for a sanction/approval to be issued is a list of events, the date, time, and location of the meet, check for the sanction/approval fee, the name and contact information of the meet director, and the name and contact information of the referee for the meet. Sanction and approval request forms are available on the VSI website or may be obtained from the VSI Administrative Vice Chair or VSI Technical Planning Chair. At the option of the host team, and

with the agreement of the Administrative Vice-Chair, the sanction/approval fee may be paid after completion of the meet with the meet rebate fees and other fees remitted to VSI.

3. Draft meet announcements are also to be forwarded to the General Chair, Technical Planning Chair, Age Group Chair, Senior Chair, and Registration Chair. These should also arrive 60 days prior to the scheduled date of the meet. The meet director will coordinate directly with the Technical Planning Chair, and make all necessary corrections to the meet invitation. Once the Technical Planning Chair approves the meet invitation, a sanction number will be issued and the meet director will publish and distribute the invitation announcement. Distribution to all participating teams should be 45 days prior to the scheduled start date of the meet. Draft meet announcements received fewer than 60 days prior will be subject to the following penalties:
 - a. Received 1 to 7 days past the original due date: \$50 per day
 - b. Received 8 or more days past the original due date: \$100 per day
4. Teams from outside the Virginia LSC are welcome to participate in designated meets held by VSI throughout the year. These teams must conform to the same eligibility and registration criteria as established for all VSI teams in the meet.
 - a. Additional requirements for visiting teams may be imposed to control the size of the meet and quality of competition. For example, visiting teams can be required to enter with an "AA" time standard while Virginia teams may enter with an "A" time standard.
 - b. To further control entries, out of LSC entries may have a specified entry deadline that is distinct from the entry deadline for Virginia teams. VSI teams who enter prior to the VSI entry deadline shall always be given priority for entry over out-of-LSC teams.
 - c. USA Swimming teams from outside the Virginia LSC who wish to host sanctioned meets within the Virginia LSC boundary must apply for a VSI Sanction under the procedures listed above and conform to all VSI rules, regulations, policies, and procedures. Furthermore, before approving a request for a sanction or approval, VSI may require out-of-LSC host teams to invite all, or a portion, of the registered VSI teams to these meet.
5. When meets are held by any team from another LSC or by another LSC within VSI borders (and vice versa), the fees assessed by the LSC in which the meet is being held will be as provided within any reciprocal agreement that exists between the LSCs involved. In the case where no reciprocal agreement exists, the fee structure shall be as if the meet were a regularly scheduled VSI meet. (All reciprocal agreements are appended to the Policies/Procedures.)
6. Sanction or approval requests may be denied if in the opinion of the Board of Directors the host team is unable to conduct and officiate the meet in accordance with standards prescribed by VSI and USA Swimming. A sanction/approval may also be denied if a meet unacceptably conflicts with the published VSI meet schedule. Likewise, a sanction/approval may be revoked for all of or specific sessions of a meet if it is determined that it was not conducted in accordance with prescribed standards.

J. MARSHALS

A minimum of two Marshals will be present at all VSI sanctioned meets. They will be responsible to the meet referee(s) and the meet director and perform duties as outlined in USA Swimming Rules and Regulations. Marshals must meet all requirements as set forth by USA Swimming. The minimum acceptable age for Marshals will be 18 years of age.

K. MEET RESULTS AND FINANCIAL REPORTS

1. Meet Results: Host clubs are required to distribute accurate and complete meet results to all participating clubs and meet data backup to the VSI Administrative Office within (7) days of the close of the meet. The administrative office will distribute copies of the results to others within VSI on an as-needed basis. Failure to distribute within the allotted time will subject the host club to a fine of \$25.00 per day for each day late. Results are to be provided in the same format as originally provided by the participating team.
2. Financial Reports: Host Clubs are required to submit a meet financial report detailing all receipts and disbursements in connection with a sanctioned or approved meet. This report shall be submitted to the Treasurer and the Technical Planning Chairman on the proper form within thirty (30) days of the close of a meet. Financial report forms are included in the meet packet sent to meet hosts, may be obtained from the VSI Technical Planning Chair or Treasurer, and are also available on the VSI website. Failure to submit the report within the allotted time will subject the host club to a fine of \$100.00 for each thirty (30) day period that the report is late. The Board of Directors may also impose additional penalties including withholding of sanctions for future meets.

L. RECORDS

1. In order to be considered for VSI Age Group and Open records, a swimmer or relay team must be registered with USA Swimming and representing a VSI club when the time is achieved.
2. VSI records will include only those events or distances recognized by USA Swimming or VSI Swimming. VSI records represent the fastest time in each event by a VSI swimmer or relay and may be achieved in either age group or open competition.
 - a. Virginia Swimming shall establish and maintain age group and open records for both 25 yard and 50 meter courses for the 10 and under, 11-12, 13-14, 15-16, 17-18, and open age groups
 - b. Records must be achieved in accordance with Article 104 of the Technical Rules of USA Swimming and the policies and procedures of Virginia Swimming in effect at the time.
 - c. The fastest time swum by a VSI registered athlete or relay at the time of performance in any VSI or USA Swimming sanctioned, approved, or observed meet, or in an International event recognized by USA Swimming will be recognized as a record. The swim must appear in the SWIMS National Times Database.
 - d. A tie of an existing record shall be recognized as such in the Records list.
 - e. Any swim timed with semi automatic or automatic timing used as the primary timing system may establish a record.
3. Final results for any meet outside the boundaries of VSI must be submitted for record verification. It is the responsibility of the swimmer, or their representative, to submit the proper documentation to verify a record performance. Forwarding a copy of the meet results (via mail or email) or notifying the Records Chair where the results can be found online will serve as acceptable documentation.

M. ENTRY FEES FOR OUTREACH ATHLETES: To encourage the participation of Outreach Athletes in VSI meets, VSI will reimburse a club for meet entry fees paid by the club for the outreach athletes. If the athlete is unattached, reimbursement will be made to the athlete.

N. TRAVEL FUND CRITERIA

1. In the annual budget, VSI identifies certain national and international level meets for which participating VSI athletes are eligible for partial reimbursement of travel expenses
2. To be eligible for travel expense reimbursement, an athlete must meet the following criteria :
 - a. be a Virginia registered swimmer in an individual event at a USA Swimming National Championship, USA Swimming Junior National Championship, National Disability Championship, U.S. Open or any Trial class meet.
 - b. must have swum an individual event in at least one (1) USA Swimming sanctioned meet as a VSI registered swimmer within the six-month period immediately prior to their reimbursable competition. (USA Swimming sanctioned meets, as defined under this Travel Fund Criteria, do not include individual team time trials, intra-squad meets, or any other type of meet that limits entries to only one swim club.)
3. College swimmers are eligible for travel reimbursement only if they were a VSI registered swimmer prior to college and participated in at least one VSI sanctioned meet that occurred before March 1st of the year prior to attending college.
4. Requests for reimbursement must be submitted to the treasurer of VSI within 30 business days after the meet for full funding.
5. An athlete is eligible to receive a travel reimbursement for only one National level championship meet in a season (See Article 207 USA-Swimming Rules and Regulations for a listing of the meets.) An athlete who attends multiple meets will be reimbursed for the meet which has the highest reimbursement rate.
6. Extenuating circumstances can be submitted in writing to the VSI Board of Directors for review and consideration for full or partial funding.
7. The amount of money available for reimbursement shall be determined by the VSI Board of Directors.

O. EASTERN ZONE COMPETITION

The following is an excerpt from the Eastern Zone policy manual that outlines the procedures and rules that will be observed in order to participate in the Eastern Zone Championships:

1. Athletes who have competed in USA Nationals, USA Juniors, U. S. Open, or a trials class meet in an individual event are not eligible to enter this meet.
2. 13&O athletes who achieve the current USA Swimming Junior National qualifying standard prior to the entry deadline for the Eastern Zone championship meet, in any event, are ineligible to compete at the Eastern Zone championships in any individual or relay event.
3. Athletes 12 years of age or younger who have achieved USA National, USA Juniors, U.S. Open, or trials class qualifying times in an individual event but who have not competed in an individual event at these meets may enter that event in this meet.
4. Each swimmer is allowed to swim a maximum of 6 events in which he/she qualified. A swimmer is not allowed to compete in more than 3 events per day. Each swimmer must compete in the events for which he/she is qualified. The only exception to this policy exists when a swimmer qualifies in more than 6 events. In that instance, the Zone Team Head coach, at his/her discretion, will determine which events shall be dropped.
5. Selection process:
 - a. Information will be posted on Virginia Swimming's Website as to the top 10 eligible swimmers to compete in the Eastern Zone Competition.

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Information Pertaining to Both the Short Course (winter) and Long Course (summer) Zone Competitions

- b. 15 and older swimmers
 1. The selection of the 15 and older zone team will take place at the Virginia Swimming Senior Championship Meet.
 2. The 2 fastest times achieved in SCY beginning 9/1 of the current year for short course zones, and beginning with the preceding long course zone meet for long course zones, will automatically qualify for Zone selection. Only times achieved in the course in which the Eastern Zone meet will be conducted will be accepted (i.e. SCY for winter zones, LCM for summer zones).
 3. Lead off splits, intermediate splits from any race, and the time trials from the Short Course Senior Championship Meet will not be included for consideration.
 4. All meet results, including out of state meets, must be submitted to the Records Chairman in order to be considered for inclusion on the Zone list. These must be submitted by the Tuesday immediately preceding the VSI Senior Championship Meet.
 5. All meet results, including out of state meets either submitted or achieved after the Tuesday immediately preceding the Short Course VSI Senior Championship Meet will not be included for consideration.
 6. Corrections to the Zone list will not be accepted after the Tuesday immediately preceding the Short Course VSI Senior Championship Meet and will not be included for consideration.
- c. 9 to 14 year old swimmers
 1. The selection of the 9 - 14 zone team will take place at the Virginia Swimming Age Group Championship Meet.
 2. The fastest 3 times for 9 to 12 year old swimmers achieved in SCY beginning 9/1 of the current year for short course zones will automatically qualify for Zone selection.
 3. The fastest 2 times for 13 to 14 year old swimmers achieved in SCY beginning 9/1 of the current year for short course zones will automatically qualify for Zone selection.
 4. The fastest 2 times beginning with the preceding long course zone meet for long course zones will automatically qualify for Zone selection.
 5. Only times achieved in the course in which the Eastern Zone meet will be conducted will be accepted (i.e. SCY for winter zones, LCM for summer zones).
 6. Lead off splits, intermediate splits from any race, and time trials from the Short Course Age Group Championships will not be included for consideration.
 7. All meet results, including out of state meets, must be submitted to the Records Chairman in order to be considered for inclusion on the Zone list. These must be submitted by the Tuesday immediately preceding the VSI Age Group Championship Meet.
 8. All meet results, including out of state meets, either submitted or achieved after the Tuesday immediately preceding the Age Group Championship meet will not be included for consideration.
 9. Corrections to the Zone list will not be accepted after the Tuesday immediately preceding the VSI Age Group Championship meet and will not be included for consideration.
- d. Relays will be selected only from those swimmers entered in individual events.

Information Pertaining to ONLY the Long Course Eastern Zone meet

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- e. This is not a select meet. This is a qualifying meet with predetermined time standards published annually.
- f. Any swimmer who achieves 4 or more of these standards is eligible to attend this meet.
- g. Relay lead off splits from the appropriate Championship level meet (Senior champs for 15 and older swimmers, Age Group Champs for 14 and younger swimmers) will count toward the number of events for which the swimmer qualifies, but will not be considered one of the two fastest times achieved in the LSC.
- h. In the event that Senior Championships occurs after Age Group Championships, individual event results and relay lead off splits for 14 and younger swimmers may be used towards the number of events in which the swimmer qualifies. Time trials and intermediate splits from any race will not be included for consideration.

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6. Transportation
 - a. All swimmers must agree to travel with the team to be considered in the selection process and must agree to remain with the team for the entire duration of the trip.
 - b. Swimmers may be released from the team after the completion of the entire competition, and prior to the return trip home. A Parent or legal guardian must complete and sign a release form. All swimmers that are being released must obtain permission from the zone team manager, or his/her designee, prior to leaving the competition site.
7. Lodging and Meals
 - a. Swimmers will be required to dine and lodge with the team for the duration of the meet. This includes all designated rest times.
 - b. Rooming assignments, including the number of occupants per room, is at the sole discretion of the Team Manager. Special requests will not be accepted. Roommate requests will be considered but not guaranteed. Special dietary needs should be addressed at the appropriate registration.
8. Cost
 - a. The cost per swimmer will be determined by the location, means of travel, length of meet, and the number of team members.
 - b. The approximate cost of the trip will be posted to Virginia Swimming's website as soon as it is available. That cost may be adjusted at the time of registration.
 - c. The VSI Board of Directors reserves the right to assess an additional fee should the actual costs of the team exceed projected revenues.
 - d. All fees must be paid in full at the time of registration. Only cash and checks made payable to "Virginia Swimming Inc." will be accepted.
 - e. Fees once paid are not eligible for refund. The Board of Directors of Virginia Swimming may, at its discretion, determine otherwise.
9. Uniforms
 - a. A uniform will be provided at time of registration.
 - b. The entire uniform is required.
 - c. Team apparel should not be traded until the final session of the meet.
 - d. Use of individual team apparel is discouraged.
10. Chaperones
 - a. Prospective chaperones will indicate their interest to the zone team manager at the appropriate level championship meet during zone registration.
 - b. Chaperones are selected according to the following priorities:
 1. Medical - 1 per departure location.
 2. Officials - USA stroke and turn certified. Preference will be given to USA National certified officials.
 3. A balance of males and females are needed across the age groups and departure points.
 4. 10-12 chaperones plus the Team Manager are required.
 5. Previous Zone chaperone experience may also be taken into consideration.
 - c. Cost
 1. The cost per chaperone will be determined by the location, means of travel, length of meet, and the number of team members.
 2. The approximate cost of the trip will be posted to Virginia Swimming's website as soon as it is available. That cost may be adjusted at the time of registration.
 3. All fees must be paid in full at the time of registration. Only cash and checks made payable to "Virginia Swimming Inc." will be accepted.

- d. All chaperones share in timing at the meet, unless they are working as officials.
- e. All chaperones must be members of USA Swimming. Registration may be done at the time of selection as a chaperone. The cost of this registration is the responsibility of the chaperone.
- f. All chaperones must have initiated a background check through USA Swimming's approved vendor prior to departure for the zone trip. The cost of this check is the responsibility of the chaperone.

11. Coaches

- a. Zone team coach selection and the verification of all zone coaching credentials is the responsibility of the VSI Coaches' Representative.
- b. 8 coaches are required including the Zone Team Head Coach.
- c. The Zone Team Manager must be notified of the selected Zone Team coaching staff no later than February 15 for winter zones, and July 1 for summer zones.

P. ANTI-RECRUITING POLICY

Virginia Swimming anti-recruiting policy is intended to provide additional guidelines to VSI members concerning USA Swimming rules as described in Article 304 Code of Conduct. Code of Conduct actions concerning recruiting are found in Article 304.3.13. VSI policy and restricted recruiting activities are described below.

Active recruiting is prohibited and is defined as the solicitation of a USA Swimming registered athlete, affiliated with a member organization, by another USA Swimming Club, with the intent of having said athlete leave his /her existing club to join the soliciting club.

1. This policy prohibits any USA Swimming registered club, coach or employee from direct contact with an athlete or an athlete's family from another USA Swimming member club in the Virginia LSC.
2. This policy does not prohibit an athlete or an athlete's parents from initiating contact with coaches, officials or other athletes of another club for the purpose of obtaining information about joining another member club. Once the athlete initiates such contact, the policy will not apply to any contact with an athlete of another member club.
3. This policy does not restrict USA Swimming registered clubs from conducting advertising, team try-outs or camps for the purpose of recruiting athletes.
4. This policy is not intended to restrict athletes or parents from discussing aspects of their respective clubs with athletes or parents from other clubs, or incidental contact that may occur with another team's coaches or officials. However, any contact that has been encouraged, promoted or facilitated by a USA Swimming member club, coach or employee with the intent of recruiting shall be in violation of the anti-recruiting policy and subject the member club and /or its coach or employee to the sanctions of this policy.
5. Any violation of this anti-recruiting policy shall be reported to the VSI Board of Review, which upon receipt of the complaint shall conduct hearings under the by-laws of Virginia Swimming, Inc.

Q. PRIVACY POLICY

Virginia Swimming, Inc. shall treat as private and not release, publish, sell, trade or otherwise distribute in any manner any information collected regarding members of Virginia Swimming, Inc. except for those items listed herein. The release of other information shall require written

authorization of the member or, in the case of a minor athlete, the athlete's parent(s) or legal guardian(s).

Items which may be released without written authorization: 1) member's name; 2) member's age; 3) club affiliation; 4) time and place achieved in an event; 5) any award and/or honor achieved by the member; and 6) contact information for officers, coaches, or officials.

Such policy shall not be interpreted to prohibit the LSC from using the information held by Virginia Swimming, Inc. in furtherance of its exempt function. In no case shall Virginia Swimming, Inc. permit the use of member demographic information by third parties.

The Policies and Procedures Committee shall be charged with developing policy and tools which allow Virginia Swimming, Inc. to effectively communicate information and protect privacy of member clubs and individuals.

R. OFFICIALS: GENERAL GUIDELINES FOR DISCIPLINE AND DE-CERTIFICATION

CATEGORIES

In order to organize the possible matters and issues that could arise, three categories have been chosen which should cover all matters. The three categories are Professional Qualifications, Professional Misconduct and Code of Conduct.

PROFESSIONAL QUALIFICATIONS

This category relates to matters involving deficiencies in the professional qualifications of the official. It relates to the technical aspects of the field of officiating, such as a lack of knowledge of the rules, improper application of the rules, etc. An illustration of this category might be the following:

Official A is a certified Stroke/Turn Official with two years of experience. He never makes a call, even when it is clearly "under his nose."

PRIMARY RESPONSIBILITY - LSC Officials Chair

It is the responsibility of all officials to observe and evaluate the officials who are working for and with them. All deficiencies should be reported to the meet referee, who may address them at the time of the meet, if the meet referee feels that it would be best at that time. However, should it become apparent the official is deficient in the qualifications to serve in the position the official is certified for, then these deficiencies need to be reported to the LSC Officials Chairperson.

The Chairperson is primarily responsible for addressing the situation. It must be kept in mind that at this stage the approach needs to be remedial rather than punitive.

The first step for the Chairperson is to gather all of the facts. The Chairperson may conduct the investigation or may assign the role to another trusted official. It is important that all of the facts are discovered and they be documented to the extent they can be.

Additionally, when conducting the investigation, the following shall be determined concerning the official:

- knowledge of the rules,
- application of the rules,
- judgment on deck in applying the rules, and
- professionalism on and off the deck.

After the facts are obtained, the Chairperson should schedule a meeting with the official and review in depth the performance of the official. The official needs to be given the facts as gathered by the Chairperson and the full opportunity to state his or her side of the matter and to make a request for help, should the official choose to do so. At this stage, if the Chairperson believes it is in the best interest of the official, it is appropriate to bring in other members of the Officials Committee or some third person who is a friend of the official to assist in the meeting. In the latter situation, the friend should be an official, because we are addressing professional qualifications. Furthermore, should the Chairperson believe it is inappropriate for him or her to meet with the official or address the issue, the Chairperson may assign the matter to another official.

The Chairperson has the following powers:

- to reassign the official to a lower position, where the official is qualified (i.e., referee to stroke and turn judge). The Chairperson should present the official with a program to be performed within a given time frame, providing the official the opportunity to regain his or her position. Although the program to be presented should be developed by the LSC, it is recommended that it include re-training, observation over a series of sessions and testing.
- to leave the official in his or her current position but establish a re-training program to correct any deficiencies. Again, any program proposed should include observation over a series of sessions and testing. In this situation, the Chairperson may decide to withhold any future assignments at the certified position until the official completes the program and is signed off by the training official(s).
- if the Chairperson is confronted with the situation where it is apparent the official does not comprehend and understand the rules and, in the opinion of the Chairperson, the official will not be able correct the situation, then the Chairperson has the power to recommend to the Officials Committee that the official be decertified as an official.

SECONDARY RESPONSIBILITY – LSC Officials Committee

At this stage the Officials Committee will enter the picture and make the final decision on de-certification. This step should include a hearing with the official, where the official has full opportunity to make his or her position with the Committee. (See **HEARINGS** below.)

A decision to de-certify the official should only be made as a last resort and on the recommendation of the LSC Official Chairperson. If there is no recommendation from the Chairperson then there will be no de-certification.

PROFESSIONAL MISCONDUCT

This category relates to matters involving misconduct in the performance of the official's professional duties that do not rise to the level of acts specifically covered by the Code of Conduct (Article 304.3 of the Rules and Regulations of USA Swimming). An illustration of this category might be the following:

Official B is a certified Referee of 4 years. At the last Age Group Championships he was berating fellow officials on deck, in front of the spectators for their slovenly appearance, lack of rule knowledge and their poor attitude. He then proceeded to offer his opinions regarding the LSC executive board, and how poorly he felt the business of the LSC was being run.

DUTIES – LSC Officials Chairperson

A complaint alleging misconduct on the part of an official needs to be in writing and filed with the LSC Officials Chairperson. The complaint must set out the facts and the misconduct alleged. It is then the duty of the Chairperson to conduct an investigation of the allegation and develop all of the facts. The Chairperson or someone chosen by the Chairperson may conduct this investigation. In choosing someone to conduct the investigation, the Chairperson needs to choose someone who is organized, thorough, honest and objective. The person should have no relationship with the situation or the official.

PRIMARY RESPONSIBILITY – LSC Officials Committee

Once the investigation is completed, the entire file is delivered to the Officials Committee. The Committee will then schedule a hearing. (See HEARINGS below.)

The Officials Committee has the following powers:

- to issue a **verbal warning**, however, the warning must be accompanied by conditions to be met to correct the problem and the possible consequences if they are not met (even though it is a verbal warning it should be documented in the notes of the Committee accompanying the hearing),
- to issue a **written reprimand**, but again the reprimand must be accompanied by the conditions to be met and possible consequences if they are not,
- to **reassign** and to establish a **re-training** program, such as is set forth above for the Chairperson and the decision must be documented in the notes of the hearing,
- to **suspend** the official, however, the suspension should be accompanied by conditions the official must complete during the suspension period, and
- to permanently **de-certify** the official. This should be for the most serious offenses and should be ordered only after all other remedial measures have been exhausted.

If the Official Chairperson is the investigating person then the Official Chairperson should not participate in the deliberations of the hearing. The Chairperson is the “prosecutor” in this role and should not sit as part of the jury. However, if the penalty is to be de-certification, then the Committee should consider this penalty only if the Official Chairperson has recommended it to the Committee.

CODE OF CONDUCT

This category involves all acts that fall under Article 304.3.1 through .15 of the Rules and Regulations of USA Swimming. An illustration might be the following:

Official C is a certified Referee. At a meet last week the official falsely changed the time of the official's son to a better time in order for him to qualify for an upcoming meet.

One of the primary issues the LSC Officials Chairperson must determine is whether the matter falls within the jurisdiction of the National Board of Review (Article 304.3.1 through .11) or the LSC Board of Review (304.3.12 through .15). All complaints received by the LSC Officials Chairperson should be delivered to the Executive Director of USA Swimming in Colorado Springs if it is within the jurisdiction of the National Board of Review or the LSC General Chairperson if it is within the jurisdiction of the LSC.

All complaints would then be processed under the established procedures of the LSC and USA Swimming.

HEARINGS

The time frame for conducting the hearing should be set by the LSC but should not exceed the time frames set out in the bylaws of the LSC. There should be a provision for an emergency hearing if the facts warrant.

The conduct of the hearing need not be as formal as a hearing before the LSC Board of Review but the proceedings need to be documented with written notes. The official should be given full opportunity to present his or her side of the issue with the approach being primarily remedial unless the facts dictate otherwise.

The vote of the Officials Committee may be by majority, however, if it is by majority, caution should be taken to make sure the quorum requirement for an official meeting of the Committee is such that a majority vote represents a substantial number of the members of the Committee. The final decision should be written and a copy given to the official. It need not be formal document and can be in a letter format.

The official shall have the right to appeal any decision imposing penalties on the official, including suspension or de-certification, to the LSC Board of Review and the opportunity to appeal should be made known to the official. All other decisions should not go beyond the Committee.

GENERAL

This program is intended to place the professional matters within the jurisdiction of the professionals, the peers of the official. However, if there are decisions made in this process, the official may have the right of appeal pursuant to the Rules and Regulations of USA Swimming and the Bylaws of the LSC.

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It is possible that some matters could involve more than one category. If this situation arises, then one should select the category with the highest process, i.e., professional qualification and professional misconduct then process it under the professional misconduct category and if it is professional misconduct and code of conduct then process it under the code of conduct.

PROCEDURES

A. FEES AND SURCHARGES

1. For a team to participate in any VSI sanctioned meet, all entry fees must be paid prior to the beginning of the meet. Any swimmer whose team is barred from the meet because of non-payment of entry fees may pay his/her own fees and enter the meet as Unattached.
2. Sanctions and Approvals: \$20.00 for all non-championship meets.
3. Swimmer Fees: \$2.50 per swimmer entered in any capacity in any invitational, special invitational or championship meet. VSI and the host club will share the Swimmer fee proceeds that will be divided as follows: \$1.75 to VSI, \$.75 to the host club.
4. Meet Fees for Championship and Non-championship Age-Group Meets, Senior and Senior Championships are shown in the following tables:

	Swimmer Fee	Individual Events	Relay Events
Swimmer Fees Collected by Host Team	\$2.50/swimmer	\$3.25/event entered	\$13.00/relay entered
Rebate Fees paid to VSI by Host Team	\$ 1.75 /swimmer	\$.85/event	\$3.40/relay

Table 4-1. All Regional Championship Meets (A/BB, and Mini B/C Championships)

	Swimmer Fee	Individual Events	Relay Events
Swimmer Fees Collected by Host Team	\$2.50/swimmer	\$3.00/event entered	\$12.00/relay entered
Rebate Fees paid to VSI by Host Team	\$ 1.75/swimmer	\$.35/event	\$1.40/relay

Table 4-2. All Age-Group Non-Championship Meets

	Swimmer Fee	Individual Events	Relay Events
Swimmer Fees Collected by Host Team	\$2.50/swimmer	\$3.50/event entered	\$14.00/relay entered
Rebate Fees paid to VSI by Host Team	\$ 1.75/swimmer	\$.35/event	\$1.40/relay

Table 4-3. All Senior, non-championship meets

	Swimmer Fee	Individual Events	Relay Events
Swimmer Fees Collected by Host Team	\$2.50/swimmer	\$5.00/event entered	\$18.00/relay entered
Rebate Fees paid to VSI by Host Team	\$1.75/swimmer	\$1.00/event	\$4.00/relay

Table 4-4. Senior Championships

	Swimmer Fee	Individual Events	Relay Events
Swimmer Fees Collected by Host Team	\$2.50 /swimmer	\$4.00/event entered	\$14.00/relay entered
Rebate Fees paid to VSI by Host Team	\$1.75/swimmer	\$1.00/event	\$4.00/relay

B. Table 4-5. Age-Group Championships

5. Other Fees.

- a. Championship meet entries received after the entry deadline will be accepted at a cost of \$10.00/event up until the first day before the start of the meet. Beginning the first day of the meet, the charge will be \$25.00/event. These fees will be in addition to regular meet entry fees. Swimmers added prior to the printing of the heat sheet will be seeded as stated in the invitation. Swimmers added after the printing of the heat sheet will be seeded in the slowest heat in the appropriate empty lane. A new heat(s) will be added if necessary to accommodate these entries. The host team will retain fees received for these late entries.
 - b. A fee of \$1.00 per item sold shall be rebated to VSI on the sale of souvenirs [e.g., shirts] bearing the VSI Logo.
 - c. Closed Invitational Meets: Closed invitational meets involve only those teams invited by the host club. Subject to the final authority of the Board of Directors, entry fees for such meets may be approved by the Administrative Vice Chairman with the concurrence of the General Chairman at levels consistent with the current amount allowed for other meet categories. The fee level may take into account any special circumstances associated with the meet. A portion of the entry fee equal in amount to that imposed in statewide, regional, district, and area meets of similar classification shall be rebated to VSI.
6. Timing System Rental Fees: The Board of Directors shall establish a schedule of fees for use of automatic timing systems owned by VSI when used by non-VSI teams or organizations. Currently, the rental fee is \$150/day. A deposit may be required.
7. The Board of Directors may adjust the amounts to be charged or rebated. They are also responsible for the oversight of contracts, services and payment of expenses to provide for an equitable distribution of the meet profits or to accommodate unusual circumstances.

B. TOP 10 TIMES

1. All times from USA Swimming/Virginia Swimming Inc. sanctioned or approved meets shall be submitted automatically by the Top 10/NTV chairman or his/her delegate. This will include times for national age group records and Top 10.
2. The swimmer or team is responsible for reporting all times achieved in meets not sanctioned by VSI to the swimming office. A meet database is the preferred method.
3. High school or private school or college meets which require observation need prior arrangement with the Top 10/NTV chairman and results will be sent to him/her.
4. National Age Group records require a formal application to be submitted. Forms are available on the USA Swimming web site, or contact the Top 10/NTV chairman.

C. CHAMPIONSHIP MEET MANAGEMENT

1. A series of championship meets shall be conducted during each long course and short course season. The goal is to provide at least one championship meet opportunity for every competitive swimmer registered with VSI during each long course and short course season.
2. The age group meet series shall be scheduled and designed to logically build toward an Age Group Championship meet during each long course and short course season. The senior series shall, to the extent feasible, include a Senior Championship meet during each long course and short course season. The Age Group Championship and Senior Championship meets themselves should be scheduled and organized to support the aspirations of Virginia swimmers in sectional, regional, zone and national level meets.

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3. Age Group and Senior Championship meets will be run on an LSC-wide basis, with or without out-of-LSC entries or in conjunction with another LSC, using a trials and finals format. The Board may choose to award these meets to a host team or to host them as an LSC.
4. The format of the Age Group Championship shall be materially similar to that used by the Eastern Region Zone meet. The format of the Senior Championship shall be similar to the Eastern Region II Sectional meet or the National Championship meet or a blend between the two.
5. The VSI Age Group Chair shall be designated as the Meet Director of the Age Group Championship meets. In the absence of the VSI Age Group Chair, he or she, with the approval of the General Chair, may designate a member of the LSC Age Group Committee to serve as Meet Director. A local coordinator may also be appointed.
6. The VSI Senior Chair shall be designated as the Meet Director of the Senior Championship meets. In the absence of the VSI Senior Chair, he or she, with the approval of the General Chair, may designate a member of the LSC Senior Committee to serve as Meet Director. A local coordinator may also be appointed.
7. The VSI Officials Chair shall appoint the Meet Referee of the Age Group Championship and Senior Championship meets and, in conjunction with the Meet Referee, shall approve the assignment of all officials in the meet. The leadership team (deck and administrative referees, starters, chief judges, administrative coordinators) shall be assigned prior to the meet. A local official's coordinator may also be appointed to assist with staffing the meet.
8. Other championship meets in the series shall be conducted in number and format as determined by the Technical Planning Committee in consultation with the Age Group Chair and the Senior Chair provided, however, that all similar meets in the series shall be conducted as nearly identically as possible in terms of event order, whether timed finals or prelims and finals, etc. All championship meets in the series will utilize the overhead start (swimmer from previous heat remains in water for all forward starts) technique using pre-planned breaks to slow the session down if required.

To the extent possible, results from championship meets shall be published for general Internet access as they occur or as soon thereafter as reasonable.

APPENDICES

APPENDIX A: CONFLICT OF INTEREST STATEMENT

Those who choose to serve Virginia Swimming, whether as volunteers or paid professionals, are held to a high standard of conduct. Those who serve must do so without personal gain in order to avoid any institutional loss or embarrassment and to behave in such a way that the organization's trust and public confidence are enhanced. It is important to avoid any real or perceived conflict of interest.

While no set of guidelines can completely define acceptable behavior, the principles that guide behavior in this area are disclosure, non-participation in the decision making process where personal or family gain is a possibility, and a commitment to honor the confidentiality of organizational information. All conduct is founded on the individual's own sense of integrity. Any individual accepting the honor of serving Virginia Swimming must accept the burdens of public disclosure and public scrutiny.

In our complex society, the mix of volunteer work, business interests, governmental activity, and family relationships often creates potentially conflicting interests. What is required is disclosure of potential conflicting interests when they arise, and strict nonparticipation in any evaluation process relating to the matter in question.

The following seven items reflect specific expectations by VSI of people signing this agreement. These items cannot and do not however completely define what is acceptable. They are intended rather as guidelines to what is acceptable conduct. Each individual must find his or her own way within this guidance.

1. A good faith effort must be exercised by those signing this statement to conduct the business of Virginia Swimming in observance of both the spirit and letter of applicable federal and state laws.
2. Virginia Swimming properties, services, opportunities, authority and influence are not to be used for private benefit.
3. Members of the Virginia Swimming Board of Directors will disclose the nature and extent of an actual or potential conflict of interest when it involves the award of contracts, the purchase of goods and services, the award of contracts for professional services, and the allocation of Virginia Swimming resources for individual use. Reimbursement for reasonable and customary expenses associated with travel to meets, meetings and conferences on behalf of VSI does not constitute a conflict of interest
4. Gifts, cash, travel, hotel accommodations, entertainment, or favors are neither to be given (except with full approval of the Board of Directors) nor received, except those of nominal value exchanged in the normal course of business. Gifts and favors of more than one hundred dollars (\$100.00) value should not ordinarily be accepted. If circumstances render it awkward to refuse such a gift, the donor should be thanked and told the gift is being accepted on behalf of and will be delivered to Virginia Swimming.
5. Expenses incurred in the furtherance of Virginia Swimming business are to be reasonable, necessary and (if twenty-five dollars or more) substantiated.
6. All are expected to exhibit honesty, loyalty, candor and professional competence in their relationships with Virginia Swimming and with each other.
7. Each individual has the responsibility to maintain the confidentiality of the organization. This includes both proprietary and sensitive information.

Should any individual(s) reasonably perceive that a conflict of interest exists or could exist, the situation shall be fully disclosed.

ACKNOWLEDGEMENT OF RECEIPT AND UNDERSTANDING

I acknowledge receipt and understanding of Virginia Swimming's Statement of Principles on Ethical Behavior and Conflict of Interest, and I pledge my full support of the spirit and the letter of the requirements contained therein.

Print Name

Signature

Date

Virginia Swimming Position