



## LAMORINDA WATER POLO, INC. DISCIPLINARY PROCESS

### INVESTIGATIVE PROCEDURE

The LWP Ethics Committee is a standing sub-committee of the Board (comprised of three (3) persons: the President, the Vice-President, and the Executive Director) responsible for investigating violations and enforcing Lamorinda Water Polo's Registered Athlete, Parent, and Coach Code of Conduct.

A LWP Board member shall first be notified of conduct that would constitute a violation of the Code of Conduct. Upon notification, the board member shall immediately notify the Ethics Committee. This Committee should make every reasonable effort to learn about both sides of the allegation and whenever possible and practicable, interview independent witnesses.

This Committee shall have the authority to issue a reprimand or suspend any athlete, coach, or parent if his/her conduct is in violation of the Code of Conduct and/or is considered detrimental to the best interests of LWP. The Ethics Committee shall report to the LWP Board of Directors all incidents of misconduct, including those incidents which may warrant dismissal or being barred. Only the Board, by a majority vote, has the authority to dismiss or bar an individual.

### PENALTIES

1. **Reprimand.** The offending person (or parent) is to be advised of the offense and informed either orally or in writing of the disciplinary action to be taken.
2. **Suspension.** The offending person (or parent) is to be advised, in writing, that he or she has been suspended from all LWP activities for a specific number of games or days.
3. **Dismissal.** The offending person (or parent) is to be advised, in writing, within 15 days of the Board vote, that he or she has been dismissed from LWP for the remainder of the current season.
4. **Barred.** The offending person (or parent) is to be advised, in writing, within 15 days of the Board vote, that he or she has been barred from the present and future participation in LWP permanently or for a time period to be determined by the Board.
5. **Appeal Process.** The offending person shall have the right to appeal to the Board, any action taken by the Ethics Committee or the Board, within 15 days of the written notice subject to the procedure found in the Lamorinda Water Polo Bylaws.