



# Carlile Swimming Team member agreement

This policy applies to all members of the Carlile Swimming team

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## 1. Carlile Swimming team rules

Carlile Swimming Team Members will:

- Act in the furtherance and towards the achievement of the Objects of the Carlile Swimming Team at all times
- Fully comply with the Carlile Swimming Team By-Laws, and the Carlile Swimming Team Constitution
- Comply with all reasonable directions of the Carlile Swimming Team Management, Head Coach(s) and Team Manager/s of the Team in relation to the control, management, administration and running of the Team

- Where a 'Swimmer' member joins the Carlile Swimming Team and is 17 years of age and under at the time of application, the application may be accompanied by an application by an adult/parent/guardian as a 'Non-Swimmer' member.
- All 'Non-Swimmer' memberships must be accompanied by a valid NSW Working With Children Check.
- All 'Swimmer' members must remain in good physical condition and be capable of performing the role required by a Team Member.
- All 'Swimmer' members must comply with Training requirements as indicated by their coach(s).
- All 'Swimmer' team members will be required to compete in all targeted meets, should they qualify as indicated by the Carlile Swimming Team Head Coach(s).
- Should the team member be unable to attend a targeted meet, the team member will notify the Head(s) prior to the closing date for entries for that meet with explanation.
- Members will not be involved in, nor persist with, any conduct or activity that may harm Carlile Swimming Team, its names or reputation.
- Team members are to make themselves available for selection on Swimming NSW or Swimming Australia teams and squads, including all relevant squad/team activities.
- Wear Carlile Swimming Team clothing in the manner directed by the Team Management and/or Head Coach(s).
- Not be involved in any conduct or activity that may harm the names or reputation of any Sponsor, nor Carlile Swimming Team's relationship or contractual obligation with any sponsor.
- Not be involved in a situation which brings the Team Member into disrepute, contempt, scandal or ridicule; and
- Not offend public opinion or the sensibilities of any class or group.
- Team Members must follow the Swimming Australia Limited Anti-Doping Policy and Illicit Drugs Policy at all times including:
- Team Members must not take or use drugs or stimulants or participate in other practices prohibited by the International Olympic Committee (IOC), FINA, Swimming Australia and/or the Australian Sports Drug Agency Act 1991.
- Team Members must comply with any lawful demand by FINA, ASADA or WADA to undergo a test or provide a sample.

- Any Team Member who refuses or fail to comply with a lawful demand to undergo a test by FINA, ASADA or WADA is liable to be immediately dismissed from the Team.
- Any Team Member who becomes aware that a Team Member is in breach of the Swimming Australia Limited Anti-Doping Policy and Illicit Drugs Policy, must advise the Carlile Swimming Competitive Programs Manager.
- If any Team Member is detected to have breached the Swimming Australia Limited Anti-Doping Policy and Illicit Drugs Policy the Team Manager/s must:
  - make full disclosure to the Competitive Programs Manager of Carlile Swimming
- Such information is confidential and can only be used for official/disciplinary purposes
- The member understands that any application for membership of the Carlile Swimming Team is conditional upon approval by the Directors of the Carlile Swimming Team. Where membership is not accepted a full refund will be provided.
- The member and the member's parent/guardian agrees to assist in any capacity where reasonably requested at meets and other Carlile Swimming Team activities, including but not limited to:
  - Carlile Swimming Team Meets
  - Club Racing and Meets hosted by the Ryde Carlile Swimming Club
  - Meets hosted by other clubs
  - SMNW and SNSW hosted meets

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## 2. Carlile Swimming team - disciplinary hearing

Notwithstanding any penalty or sanction that may have been imposed on any team member for the breach of the Carlile Swimming Team By-Laws and policies, any breach or alleged breach of these By-Laws, shall be deemed to be misconduct and shall be referred to the Board for a disciplinary hearing in accordance with the Carlile Swimming Team By-Laws.

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### 3. Carlile Swimming team - termination of a team member

- The Directors of Carlile Swimming may terminate a Team Member's place on a Team by giving written notice to the Team Member if the Team Member:
    - breaches the By-Laws of the Carlile Swimming Team
    - is convicted of a criminal offence
    - is suspended from any event, competition, team or squad
    - is found guilty by Swimming Australia, Swimming NSW or the Carlile Swimming Team of a breach or violation of their regulations, policies or other laws
    - in Carlile Swimming Team's opinion, deteriorates in public image; or
    - in Carlile Swimming Team's opinion is involved in any major controversy.
  - The Directors of the Carlile Swimming Team may suspend on such conditions as they consider appropriate in its absolute discretion a Team Member's place on a Team while Carlile Swimming Team conducts any investigation into whether a Team member should be dismissed from a Team for any of the reason.
  - The Team Member has the right to an immediate appeal if they do not agree with the suspension from the Team. The order of appeal is listed below.
    - Team Management and the Team Member must meet and discuss the matter and if possible, resolve the dispute as soon as practical after the notification of suspension comes to the attention of both parties.
    - If the Team Member is still unsatisfied with the outcome, Team Management shall provide the Team Member with the phone number of either the Grievance Officer (or the Carlile Swimming Team Chairperson if the MPIO is part of team management) and organise an independent hearing by the MPIO (or the Chairperson) as soon as practical.
    - After providing both parties with every opportunity to be heard and due consideration, the MPIO (or Chairperson) shall make their decision and that decision shall be final.
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## 4. Carlile Swimming team liability

- Team Members acknowledge the Carlile Swimming Team may take injunctive relief in any court of competent jurisdiction to restrain any breach of these By-Laws.
- Members release the Carlile Swimming Team from any liability whatsoever towards the Team Member, except any liability:
  - o which cannot be excluded by statute or any other law; or
  - o arising as a result of the Carlile Swimming Team's gross or wilful negligence
- Team Members indemnify the Carlile Swimming Team from all claims, losses, damages, costs or proceedings of any kind which may be against the Carlile Swimming Team in any way arising out of or in connection with the Team Member's participation in any Carlile Swimming Team activity.

## 5. Policies

Members agree to adhere to all policies of Carlile Swimming Team and Carlile Swimming, along with policies and regulations from the following bodies:

- Swimming Metro North West Policies and Regulations
- Swimming NSW Policies and Regulations
- Swimming Australia Policies and Regulations

## 6. Privacy statement

I agree to allow the Carlile Swimming, Carlile Swimming Team, Swimming Metro North West, NSW Swimming and Swimming Australia to use and disclose to related and relevant bodies, any of my personal information as detailed in their Privacy Policies.

## 7. Member agreement

I agree to abide by the Rules, Regulations and Policies of Carlile Swimming, the Carlile Swimming Team, Swimming Metro North West, Swimming New South Wales and Swimming Australia. These rules, policies and guidelines can be found on the following websites: [www.swimming.org.au](http://www.swimming.org.au) [www.nsw.swimming.org.au](http://www.nsw.swimming.org.au) [www.carlile.com.au](http://www.carlile.com.au) [www.carlileswimmingteam.com.au](http://www.carlileswimmingteam.com.au)

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