



Trident's Academy

(868) 735-6055

Diamond Vale, Diego Martin

tridentswpa@gmail.com | www.tridentswpa.com

Conduct Policy

All Trident's members and or partnering members are expected to act in a mature and responsible manner, both in and out training session and tournaments. Members must realize that their actions, whether positive or negative, are a reflection upon Trident's Academy.

Coaches, Athletes and parents of Trident's Academy and partnering member(s) that disregard policies and procedures of Trident's Academy will result in disciplinary action. Coaches, Athletes and parents of Trident's Academy and partnering members may be held collectively and/or individually responsible when violations of the conduct policy occur.

In the case where there is a violation of our policy, the following process will take place:

1. The violation will be reported to the appropriate authority or committee often through a formal complaint or incident report within three (3) business days of occurrence.
2. The authority or committee reviews the report to determine if there is sufficient basis for a formal investigation.
3. If the initial review confirms that the policy may have been broken, a formal investigation is conducted. This may involve gathering evidence, interviewing witnesses and reviewing relevant documents.
4. If a violation is found, appropriate disciplinary actions are decided. This may range from a verbal warning to more severe consequences like suspension or removal from the Academy, depending on the severity of the violation.
5. A meeting will be scheduled to discuss the consequences of said actions with athlete(s) and parent(s) of the athlete.
6. There may be an opportunity for the accused party to appeal the decision or disciplinary action following established appeal procedures.
7. The entire process will be documented, and follow-up measures will be taken to ensure that the policy is upheld and that any necessary support or remediation is provided to the athlete.

This process will ensure that policy violations are handled fairly and systematically.



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Misconduct

The Academy defines Misconduct as behavior that threatens the safety or well-being of the Trident community and any other behavior that adversely affects the Academy or its vision. Misconduct is also subject to disciplinary action and includes the violation of Trident's Academy. Coaches, athletes and parents of Trident's Academy and partnering member(s) may be sanctioned for these behaviors during trainings and or tournaments.

Examples include, but are not limited to:

1. Failure to comply with Academy's Policies
2. Alcohol Violation
3. Contempt
4. Disorderly Conduct
5. Failure to submit identification or providing false information
6. Harassment
7. Infliction or threat of bodily harm
8. Misuse of fire safety equipment
9. Possession, distribution, or sale of illegal substances
10. Receipt and/or possession of stolen property
12. Theft
13. Failure to pay outstanding bills
14. Trespassing
15. Vandalism



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Sexual Misconduct Policy

Sexual misconduct generally refers to any inappropriate behaviour of a sexual nature. Trident's Academy does not tolerate sexual misconduct of any type. In our academy, every individual is regarded with profound dignity and worth. Sexual misconduct deeply undermines the dignity of individuals. Sexual misconduct includes but is not limited to:

- Sexual harassment: unwelcomed advances, comments or gestures of a sexual nature.
- Sexual Assault: any unwanted sexual contact or behaviour, including rape.
- Voyeurism: spying on others for sexual gratification without their consent.
- Sexual exploitation: taking advantage of someone sexually for personal or professional gain.
- Revenge porn: distributing intimate images or videos of someone without their consent.
- Sexual coercion: pressuring someone into sexual activity against their will.

Any athlete who believes sexual misconduct may have occurred is encouraged to report the matter promptly to the Head Coach or Director of Trident's Academy who will file an incident form and immediately notify the Police service. Reporting any sexual misconduct will help the police service to conduct an immediate and complete investigation in a timely manner.

Alleged violations of the sexual misconduct policy will result in immediate removal. The Managing Director will promptly meet with staff and reliant members with the purpose of providing a resolution of the case in a timely manner. The Director will act to promptly and equitably remedy sexual misconduct.



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Levels of Misconduct

Minor incident: A minor incident is a violation of punctuality and negligence (e.g. missing training and or tournaments, disrespect, etc.)

Major incident or repeated minor incident: A major incident is classified as a violation that affects the Academy community (e.g. Vandalism, theft, etc.)

Critical incident or repeated occurrence of minor or major incidents: A critical incident is classified as a serious misconduct violation that includes behavior not supported by the Academy and/or adversely affects the Academy and its vision (e.g. Alcohol violation or failure to pay outstanding bills, etc.)

Depending on the severity of the incident, a suspension of privileges may occur immediately while proceedings are taking place. In cases of critical incidents in which the police service becomes involved, disciplinary decisions made by the Academy will be in addition to any sanctions levied by the authorities.

Depending on the severity of the misconduct, the following may be levied against the coaches, athletes, parents and partnering member(s) of Trident's Academy for any determined amount of time:

1. Suspension or bans (short-term), practice reservations, tournament reservations, travel reservations.
2. Termination of privileges (long-term), practice reservations, tournament reservations.
3. Fines
4. Loss of Sponsorship
5. Legal Action
6. Damage to reputation
7. Reimbursement for damage to appropriate persons
8. Educational or rehabilitation requirements
9. Impact on team or organization.