



GHANA SWIM LEAGUE HANDBOOK

GSL TEAM'S CHARTER

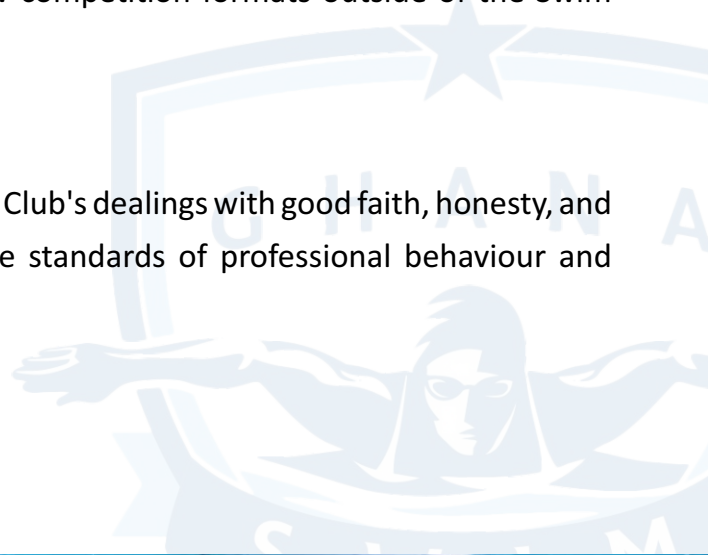
WE, AS MEMBER SWIM CLUBS, WILL UPHOLD THE SPIRIT OF THESE COMMITMENTS:

- 1** We have a collective responsibility for the continued success of the Ghana Swim League and want it to become the most patronized local league nationwide.
- 2** We recognise the value each club has to its broader community and the desire of each individual club to win and to grow. We will run our club in an economically stable, sustainable, and socially responsible manner.
- 3** We understand the vital role of our athletes and fans and we commit to always having their best interest at heart, listening to their views and protecting the heritage of our club.
- 4** We want to attract the nation's best athletes, coaches, and clubs to the Ghana Swim League.
- 5** We are committed to making swimming free from discrimination and abuse. The Ghana Swim League should be a place for everyone.
- 6** We understand the importance of a league system that rewards success in the pool, celebrates top athletes, and upholds qualification for other competitions by current sporting merit
- 7** We will promote the strength and financial stability of Ghana Swimming, including our national team, and we will be committed to support all levels of the sport

GSL TEAM's CHARTER

WE, AS MEMBER SWIM CLUBS, WILL UPHOLD THE SPIRIT OF THESE COMMITMENTS:

- 8 We support the inclusiveness, openness, and competitiveness of the Ghana Swim League as some of its greatest assets but recognize that, even off the pool deck, there is strength in our collective unity. We will openly debate the issues facing us and protect Ghana Swim League and Stakeholder's confidentiality in public
- 9 We are collectively committed to the Ghana Swim League and recognize our responsibility to support it. We will not engage in the creation of new competition formats outside of the Swim League's Rules.
- 10 We will conduct our Club's dealings with good faith, honesty, and the highest possible standards of professional behaviour and sporting integrity.



ABOUT GHANA SWIM LEAGUE

WHO WE ARE

Ghana Swim League is Ghana's premier competitive swim league for Ghanaian swim teams and their promising swimmers to compete for the crown of Ghana's best swim team, strive for self-improvement and be celebrated and awarded for their talents and efforts.

BENEFITS OF THE LEAGUE

- Provide continuous opportunity for Ghana's promising swimmers to compete at national and international standards and, strive for self-improvement.
- Celebrate, recognize and award the efforts, and talents of Ghana's promising swimmers.
- Promote equal gender participation in swimming.
- Increase the popularity of swimming as a sport, encourage more swimmers to join swim teams and improve spectator engagement.

LEAGUE FORMAT

EACH ANNUAL LEAGUE SEASON WILL BE DIVIDED INTO REGULAR MEETS AND THE MEET OF CHAMPIONS.

The Regular Meets are a series of 6 swim meets during which athletes of registered teams compete for the opportunity to earn one of the top 8 athlete spots per event in the Meet of Champions.

The Meet of Champions is a 2-day swim-off between the best 8 athletes in each event from the regular season, battling to earn individual awards and help their teams earn the coveted title of Best Swim Team of the Year.

2024/2025 SEASON SCHEDULE

Please be aware that the schedule is always subject to change, and these will appear on the official website, www.ghanaswimleague.com. Unless otherwise stated, meets will always commence at 09:00a.m. The competition pool will be open for warm-up One hour Thirty Minutes (1hr30mins) before the start of a meet, and close Fifteen (15) minutes before the start of the meet.

Regular Meets Schedule Of Events

Meet 1 – 19th October 2024

50m Breaststroke
50m Butterfly
100m Backstroke
200m Freestyle
200m Individual Medley
4*50m Freestyle Relay

Meet 3 – 11th January 2025

50m Freestyle
100m Breaststroke
100m Butterfly
200m Backstroke
400m Freestyle
4*50m Freestyle Relay

Meet 2 – 30th November 2024

50m Backstroke
100m Freestyle
200m Butterfly
200m Breaststroke
400m Individual Medley
4*50m Mixed Medley Relay

Meet 4 – 22nd February 2025

50m Breaststroke
50m Butterfly
100m Backstroke
200m Freestyle
200m Individual Medley
4*50m Mixed Medley Relay

Regular Meets Schedule Of Events

Meet 5 – 22nd March 2025

50m Backstroke
100m Freestyle
200m Butterfly
200m Breaststroke
400m Individual Medley
4*50m Freestyle Relay

Meet 6 – 19th April 2025

50m Freestyle
100m Breaststroke
100m Butterfly
200m Backstroke
400m Freestyle
4*50m Mixed Medley Relay

Meet of Champions Schedule of Events

Day 1 - 28th June 2025	Day 2 - 29th June 2025
200m Backstroke	400m Freestyle
100m Breaststroke	100m Backstroke
200m Butterfly	200m Breaststroke
50m Breaststroke	50m Backstroke
100m Freestyle	100m Butterfly
200m Individual Medley	400m Individual Medley
200m Freestyle	50m Freestyle
50m Butterfly	4*50m Mixed Medley Relay
4*50m Freestyle Relay	

All Dates and Order of Events are indicative and subject to change.



RULES OF THE GHANA SWIM LEAGUE

Section A: The Ghana Swim League – Governance

A. Governing Structure

The Governing Structure of Ghana Swim League will comprise of:

1. An Advisory Board
 2. Board of Directors
 3. A Management Team
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1. **The Advisory Board** will review the league structure, rules and policies, identify areas of improvement and strategies to effect the improvement and will be primarily made up of:
 - Board of Directors of The Ghana Swim League LBG
 - 1 Representative from each registered club of the league
 - 2 Representatives from Ghana Swimming Association
 2. **The Board of Directors** will be responsible for providing strategic direction and implementing agreed upon decisions of the Advisory Board. The current directors are:
 - Chris Essilfie
 - Kodwo Abbiw Jackson
 - Ralph Quaye
 - 2 representatives from the Ghana Swimming Association
 3. **The Management Team** will constitute passionate, experienced and knowledgeable individuals who will implement on a day to day basis, the decisions of the respective boards. They will hold the following roles:
 - The Chief Executive Officer
 - Head of Technical
 - Head of Finance and Administration
 - Head of Marketing and Communication

B. Membership / Eligibility

Clubs & Swimmers

1. The League shall consist of Swim Clubs operating in Ghana, fully registered and Sanctioned by the Ghana Swimming Association. Membership is open to all clubs that meet the above criteria
2. Each member club shall on request give to the Ghana Swim League ("GSL", "League") the address of its registered office and shall provide to the League certified true copies of:
 - a. Its certificate of incorporation
 - b. Its Constitution
 - c. And any amendments to the above documents
3. Each Member club must be a club in good standing with the Ghana Swimming Association (GSA)
4. Teams are welcome to join the season during any point of the season.
5. Swimmers may participate in GSL Events only as good standing members of a member swim club.
6. A swimmer may compete for only one GSL team per season. Violators will be barred from competing for the remainder of the season
7. A swimmer must be a minimum of 4 years old by 31st December of the start of the current season to be eligible to compete in a swim meet
8. If a swimmer has been involuntarily removed from a member club, the club must provide notice to the GSL executive board. Such a swimmer may not join another member team without notice to the GSL executive board.

9. If a swimmer is found to have intentionally falsified their age, they shall be disqualified from the competition for the remainder of the season.
10. If a club is aware of an age falsification by a swimmer or should have reasonably been aware of a falsification, the club shall forfeit any meets in which the swimmer has participated. If a club is found to have willfully and knowingly failed to disclose a falsification to the GSL Executive Board, the team shall be subject to additional sanctions.
11. Member clubs shall not recruit from other member clubs. In the case of special circumstances, an agreement between the two clubs must be reached.
 - a. Recruiting is defined as a club official (Board member or coach) who verbally or in writing induces a swimmer or swimmer's family from another club to join their club
 - b. Parents or swimmers who are approached must write a letter to the GSL Executive Board for review
 - c. The Executive Board shall investigate any allegations of undisclosed recruiting and consequences to the team for an infraction may result in forfeiture of all meets in which the recruited swimmer participated in, or other disciplinary action deemed necessary by the Executive Board.

Conduct of Coaches

12. Coaches shall conduct themselves in a professional manner
13. Coaches shall maintain order of the team's swimmers and spectators
14. Coaches shall ensure and assure that all swimmers are eligible and listed on the team roster registered with the League
15. Coaches shall assure that heat seeding is correct
16. Coaches are the only team officials permitted to make appropriate protests to the Meet Referee.

C. AGE GROUPS & EVENTS

1. LIST OF EVENTS

AGE GROUP	STROKES	DISTANCES
8 & Under	Freestyle, Backstroke, Breaststroke, Butterfly, Relays	50m
	Freestyle, Breaststroke, Backstroke, relays	100m
9 – 10	Freestyle, Backstroke, Breaststroke, Butterfly, Relays	50m, 100m
	Freestyle, Backstroke, Breaststroke, Relays, IM	200m
11-12, 13-14, 15-17, 18+	Freestyle, Backstroke, Breaststroke, Butterfly, Relays	50m, 100m, 200m
	Freestyle	400m, 800m
	Individual Medley	200m, 400m

EVENT QUALIFYING TIME STANDARDS

FEMALE	EVENT	MALE
01:40.99	100m Freestyle	01:35.89
04:05.25	200m Freestyle	03:40.90
08:25.22	400m Freestyle	07:50.97
02:00.16	100m Backstroke	01:50.26
04:25.30	200m Backstroke	04:00.99
02:12.61	100m Breaststroke	02:00.95
05:00.47	200m Breaststroke	04:30.19

01:57.98	100m Butterfly	01:45.15
04:20.02	200m Butterfly	04:00.46
04:30.19	200m Individual Medley	04:05.42
09:30.40	400m Individual Medley	08:40.51

18. Only athletes that meet the qualifying times as stated in the above events will be automatically eligible to enter
19. Athletes not meeting the event qualifying times will have to meet the below criteria to be able to participate:
- a. For all 100m Events, the athlete must have participated in the 50m of that event and the met the following times:

FEMALE (50M TIME)	EVENT NAME	MALE (50M TIME)
46.00	100m Freestyle	43.00
55.00	100m Backstroke	50.00
01:01.00	100m Breaststroke	55.00
54.00	100m Butterfly	48.00

- B. For all 200m Events, the athlete must have participated in the 100m of that event and met the 100m qualifying standards time for that event. You can qualify to swim the 200m IM if three of your 50m events meet the qualifying time standards indicated above. Example, a female swimmer doing the following times or faster: 46.00 for the 50m Freestyle + 55.00 for the 50m backstroke + 54.00 for the 50m Butterfly qualifies to swim in the 200m IM if they have no 200m IM time

C. For all 400m Events, the athlete must have participated in the 200m of that event and met the qualifying times for that event. You can qualify to swim the 400m IM if three of your 100m events meet the qualifying time standards indicated above.

20. Eligibility for an age group is determined by the individual's age on 28th June 2025 (I.e. day 1 of the meet of champions)
21. The age groups are as follows:
 - a. Individual Events: 8&Under; 9-10; 11-12; 13-14; 15-17; 18+
 - b. Relay Events: 10&Under; 11-14; 15+
22. A swimmer is not permitted to swim up in any individual event. In a relay, a swimmer may swim up in any age group.
23. No swimmer will be allowed to swim down an age group or swim the same event in more than one (1) age group. This includes relay events
24. A swimmer who participates in an event in more than one age group during a meet shall be disqualified in all events, including relays, in which the swimmer was entered.
25. An event is defined by the age group, gender, and stroke. For example, Boys 9-10 100m Freestyle is an event. Freestyle alone is not classified as an event.
26. 8&Unders are restricted to only 50m and 100m events with the exception of the 100m Butterfly
27. Only swimmers 11&over are eligible to participate in the 200m Butterfly, 400m Freestyle, 400m Individual Medley, and the 800m Freestyle
28. Every event shall be conducted on a timed final basis.

D. ENTRIES & SEEDING

29. Each club shall submit GSL appropriate meet entry forms to the communicated GSL contacts at least (2) weeks to the beginning of each meet. Entry deadlines will be communicated before each meet.
30. Entries will not be accepted after the meet entries deadline.
31. No changes of the swimmers in any heat will be made after the given deadline except relay swimmer changes.
32. Athletes 8&Under may swim up to a maximum of 3 individual events per meet.
33. Athletes 9&Over may swim up to a maximum of 4 individual events per meet.
34. All entry lists and seeding shall have the athlete's fastest official time. An official time is one that was swum without disqualification at a meet which was sanctioned by the GSL, GSA, African Aquatics, or World Aquatics in the current season. Non-official times may be used for an event only when the swimmer has not established an official time in the current season.
35. All Clubs are encouraged to submit entry times for all swimmers. No Time ("NT") entries are highly discouraged.
36. Athletes will be seeded to compete by gender and then by time. However, results will be scored and published per age group
37. Swimmers shall be placed so that a heat progression occurs from slowest to fastest. The last heat should be composed of the swimmers with the fastest submitted times, the next to the last heat composed of the next fastest swimmers, etc.
38. Each club is allowed only one team per relay event.
39. Mixed Relays must have an even number of gender participation, i.e., 2 males, 2 females.
40. Any relay team must have at least two (2) swimmers of the correct age group for the event entered.
41. Relay entries must include the names of the athletes representing their teams. The names of swimmers actually swimming on a relay must be submitted at least one hour before the start of the session in which the relay event is to take place, in the order in which they are to swim. The names of swimmers in medley relay events must be listed for their respective strokes.

E. MEET PROCEDURES

1. Pre-Meet Procedures

42. All Clubs complete and send their entries to GSL by the communicated deadline.
43. A week after the entry forms deadline, GSL will send the compiled entries and psych sheets to all clubs for review.
44. New entries will not be accepted during this review period. Scratches will be permitted.
45. The Final Meet program will be posted on the League website at least 48 hours before each meet.
46. The Meet program will also be shared electronically to each team's registered E-mail Address and WhatsApp number 48 hours before the start of the meet
47. It is the responsibility of each club official or rep to share the meet program to its members and print adequate copies for each meet.
48. Copies of the meet program will be available only for sale during the meet, at GHC10 per copy.

2. General Meet Procedures

49. Meets will start at 09:00am, unless otherwise agreed by the League Executive board and communicated to all clubs.
50. Warm-ups start one and half (1.5) hours before the start of a meet and ends fifteen (15) minutes before the meet starts. The pool will be open to all teams to warm-up during that period.
51. Flyover starts are described as the next swimmer starting a race with the swimmer from the last race remaining in the lane. Flyover starts are allowed in Regular Meets. For the Meet of Champions, Swimmers must exit the lane prior to the beginning of the next event.
52. If a meet is delayed by more than two (2) cumulative hours for any reason, it shall be considered "canceled", and such meet shall be rescheduled. Only Lifeguards may delay a meet in case of bad weather and will clear the pool deck at that time. The referee has no authority to overrule the call of the Lifeguard.

- 53. There will be 2 lifeguards present at all meets.
- 54. No noise making is allowed during heat starts. Consideration should always be made to keep the noise level down to allow the timers, officials etc. to efficiently run the meet.
- 55. Provisional Meet results shall be shared during the meet, after each event.

3. Post Meet Procedures

- 56. The Meet is considered officially ended when the last swimmer touches the wall in the last heat on the schedule, assuming all active protests have been resolved.
- 57. Within 60 minutes of completion of the final heat of the final event and resolution of all issues and protests, the Meet Referee shall verify the score and if found correct, shall sign the score sheet, thus establishing the Official Score. The Official Score shall not be changed later, unless within 48 hours after the completion of the meet a Team Representative brings to the attention of the Meet Referee or a GSL Executive Member an error which affects the outcome of the meet
- 58. If the Meet Referee neglects to sign the Official Score sheet after a meet, the results as indicated on the score sheet become official 60 minutes after completion of the last heat of the last event. The Official Score shall not be changed later, unless within 48 hours after the completion of the meet a Team Representative brings to the attention of the Meet Referee or a GSL Executive Member an error which affects the outcome of the meet
- 59. Times that are entered in error that are discovered after the 48-hour upload period will be brought to the GSL Executive Board's attention by the Meet Referee. The Board will investigate the error with the support of the teams involved and if this time is deemed to negatively impact the swimmer the time will be adjusted. The Change in time will not change the result score of the meet.
- 60. The League board will be responsible for completing Meet results as well as compiling Meet scores.
- 61. The League board will compile the provisional results, along with the manual timers' sheet, and semi-automatic timing equipment results, and send them to the Ghana Swimming Association for auditing and ratification.
- 62. Results will be published on the League Website, and will be shared electronically to all member clubs via their registered Email and WhatsApp numbers.

4. POINTS, SCORING & AWARDS

Regular Meets

Point System

Athlete Scoring for each individual event will be as follows:

- 1st Place: 25 Points
- 2nd Place: 20 Points
- 3rd Place: 17 Points
- 4th Place: 16 points
- 5th Place: 15 points
- 6th Place: 14 points
- 7th Place: 13 points
- 8th Place: 12 points
- 9th Place: 11 Points
- 10th Place: 9 Points
- 11th Place: 7 points
- 12th Place: 6 points
- 13th Place: 5 points
- 14th Place: 4 points
- 15th Place: 3 points
- 16th Place: 2 points

MEET OF CHAMPIONS

- The **Meet of Champions (MoC)** is a two-day swim-off, between the top 8 athletes in each event from the regular season, battling to earn individual awards and also help their teams earn the coveted title of **Best Swim Team of the Year**.
- Athletes will be seeded per gender and will swim according to their age group.
- Each event will be swum as a timed final.
- Only the best 8 relay teams from the regular season will compete in the meet of champions.
- There will be up to 2 additional slots serving as reserves, should a swimmer in the top 8 be unable to compete.

POINTS / SCORING

- The top 3 finishers in each event will respectively be given a Gold, Silver, and Bronze Medal.
- The Team with the highest number of gold medals will be crowned the Best Swim Team of the Year
- In the event of a tie, the team with the highest number of silver medals wins.

AWARDS/TROPHIES CATEGORIES

- There will be a trophy for the team of the year, and for the 1st and 2nd Runners up.
- There will be awards for Best Athlete per age group per gender.
- There will be an award for overall male and female athlete of the season.
- There will be a certificate of participation for every participating athlete

5 . DISQUALIFICATION

63. Unless otherwise specified in these Rules, the consequences of a violation of any rule shall be the disqualification of the swimmer or relay team from the event in which the violation occurred
64. A disqualification shall be made only by the official within whose jurisdiction the infraction has been committed, or by the Meet Referee
65. A designated official shall make every reasonable effort to seek out the swimmer and inform him or her as to the reason for disqualification.
66. Any swimmer who acts in an Unsportsmanlike manner may be considered for disciplinary action by the Meet Referee

67. A swimmer shall start and finish the race in his or her assigned lane
68. Standing on the bottom during backstroke or freestyle shall not disqualify a swimmer, but he or she must not walk, spring from the bottom, or pull on the lane ropes to gain advantage
69. Standing on the bottom on breaststroke or butterfly WILL result in a DQ
70. Competitors shall not wear or use any device to aid their speed or buoyancy. (No floats, fins, or kickboards)
71. Obstructing another swimmer by swimming across the lane or otherwise interfering may disqualify the offender at the discretion of the Meet Referee
72. Should a foul interfere with a swimmer, the Meet Referee shall offer a re-swim to all the swimmers in the heat. If the re-swim offer is accepted, the time achieved in the re-swim shall be the Official Time. In case of a collusion to foul another swimmer, the Meet Referee may, at his discretion, disqualify the swimmer for whose aid the foul was committed, as well as the swimmer committing the foul
73. Any swimmer, not entered in a race, who enters the competition pool while a race is being conducted, shall be disqualified from his or her next scheduled competition in that day's session, subject to the discretion of the Meet Referee
74. Coaches, assistants and/or spectators shall not be allowed in the starting, turn, finish areas, ready bench area or within five (5) feet of competition pools, nor are they allowed to interfere with any meet official during the progress of any competition. Upon being apprised of a violation of this rule, it shall be the duty of the Meet Referee to remove, or have such offender removed immediately

75. No team personnel, including coaches and/or spectators, shall act in an Unsportsmanlike manner. This includes any act the Meet Referee deems poor sportsmanship, such as
- a. Making insulting or derogatory remarks or acts to officials or opponents
 - b. Improperly questioning, trying to influence, or showing disgust with an official's decisions
 - c. Entering the water during an event in which they are not a participant.
76. Any swimmer who does not finish the prescribed distance shall be marked as DNF (Did Not Finish)

SECTION F : OFFICIATING

All meets shall be run adhering to the World Aquatics Rules in place at the time of the meet.

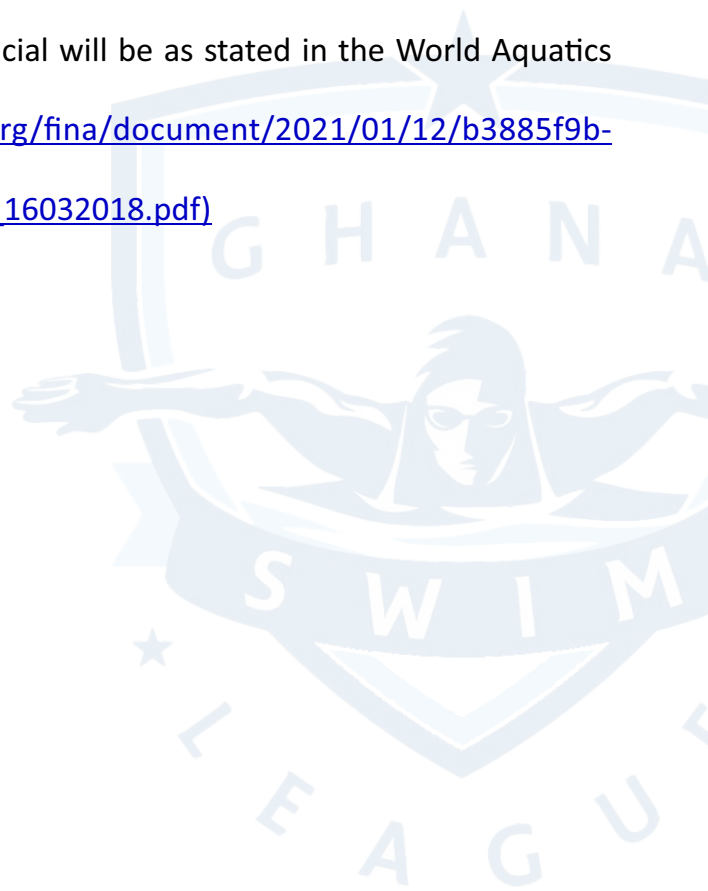
Each venue of a league meet will have Semi-Automatic Officiating Equipment Available. Where such provision cannot be met, the League Management Committee will ensure the full complement of Technical Officials, per FINA Rules, are available.

At every league meet, there will be not less than the following officials:

- a. 1 Referee: A minimum of 1 and a maximum of 2 (1 per gender event)
- b. 1 Starters: A minimum of 1 and a maximum of 2 (1 per gender event)
- c. 1 Chief timekeeper
- d. 6 stopwatch timekeepers (1 Per lane)
- e. 6 backup timers (1 per lane)

- f. 4 Stroke and Turn Judges
- g. 2 Chief inspectors of turns (1 at each end of the pool)
- h. 1 control room supervisor
- i. 1 Announcers
- j. 1 Chief Recorder
- k. 1 Clerks of Course

All officials must either be World Aquatics certified or must have attended a League sponsored clinic as determined by the League. The roles of each listed official will be as stated in the World Aquatics Swimming Rules Handbook (https://resources.fina.org/fina/document/2021/01/12/b3885f9b-630a-4390-861d-4e7f6031f4a4/2017_2021_swimming_16032018.pdf)



SECTION G : PROTESTS

77. The Head Coach is the only Team member to approach a Meet Referee of a disputed call, protest, or disciplinary action
78. Protests made against judgment decisions of starters, stroke, turn, and relay takeoff judges shall only be considered by the Meet Referee, who has the authority to disqualify swimmers for any violation of the rules that he personally observes
79. Any other protest arising from the competition itself shall be made to the Meet Referee prior to the completion of the meet. If the protest is not resolved immediately, the protesting Team Representative may, within 36 hours, file a written protest accompanied by GHC200 to their GSL Board Representative or to a League Officer for Board adjudication at the earliest possible time which shall then be binding on all parties. Any monies received with protests are non-refundable unless the protest is resolved in favor of the protester
80. Until final action is determined, the results of any heat, event, or meet conducted under protest shall not be announced, and awards for that contested situation shall not be awarded nor scoring of points allowed unless the protest is officially withdrawn.

SECTION H : DELAYS OR POSTPONEMENTS DUE TO CLIMATIC CONDITIONS

81. The Meet Referee, working with the Team Reps for all clubs, may postpone a meet up to 24 hours prior to that meet due to unfavorable climatic conditions or unavailability of pool.
82. If a meet has progressed through 2/3rds of the schedule, and is suspended due to unfavorable climatic conditions, the meet is considered complete, no reschedule is necessary, and the results through the last event completed shall be the final score.

83. Swimming competition shall be suspended immediately when thunder is heard, or lightning is visible
84. The meet shall be suspended until 15 minutes after the last thunder was heard or the last lightening was sighted. Note that local facility rules and/or pool management rules regarding thunderstorm suspension, should they exist, take precedence over GSL rules
85. When a meet is suspended because of lightning and/or thunder, the pool area shall be cleared immediately of all participants, officials, and spectators
86. When a meet in progress is suspended, the Meet Referee and Team Representatives shall meet prior to leaving the facilities to determine what course of action to pursue
87. Team Representatives may agree mutually to postpone any meet that has been suspended due to climatic conditions
88. A meet suspended for 2 hours in the aggregate shall be considered postponed unless both Team Representatives agree otherwise.
89. Re-scheduling of postponed meets is by mutual agreement. Any team acting in an unresponsive manner during the climatic rescheduling process will be considered as unsportsmanlike and risk meet forfeiture
90. If Team Representatives cannot mutually agree to a date to reschedule a meet, the following procedure shall be implemented:
- I. The League Board shall offer three (3) dates prior to the next scheduled meet when the facility will be available for rescheduling the meet. The rescheduled meet is to occur prior to the next scheduled meet.
 - ii. Each Team shall select one of the dates to reschedule the meet
 - iii. The meet will be held on the date chosen by the majority

SECTION I : PERSONAL CONDUCT POLICY

91. Swimmers, their parents, spectators, Club Board members and coaches shall be obligated to behave in an exemplary manner when at all meets and other GSL functions. The following list is an example of the types of behavior that will not be tolerated and will be subject to disciplinary action:

- a. Violence or threats of violence against any person
- b. Theft or destruction of places and/or objects
- c. Any illegal or extremely offensive behavior
- d. The possession, use, or sale/distribution of any controlled or illegal substance or weapons of any form.
- e. Sexual misconduct; and
- f. Offensive language, terms, or symbols will not be tolerated.

92. The list is not exhaustive and may be expanded at any time by the League executive board.

93. Disciplinary actions shall be taken as follows:

a. Team Notice and Disciplinary action

- i. Upon the League Executive Board being notified of any such behaviors, the League Director or next highest-ranking League Executive Board member shall notify the League Board Member (League Representative or his/her designee or team President or next highest-ranking team Board member if those listed here are involved) from the swimmer's, parent's, or coach's team
- ii. The League Board Member (or his/her alternate) shall consult with his/her team President and/or team Board and come to a decision on the disciplinary action the team deems appropriate.

- iii. The League Board Member (or his/her alternate) shall notify the League Director of such decision and ensure that the disciplinary action is carried out.
- iv. In the event a team Board takes disciplinary action for behavioral conduct that results in the culprit being expelled from the team, the League Executive Board shall be permitted to report such action to any future team which such swimmer, parent, spectator, team Board member, or coach attempts to affiliate with

b. League Executive Board Review

- i. If, upon notice from a team of a disciplinary action, the League Executive Board believes that the severity of the disciplinary action levied by the team Board was insufficient against the swimmer, parent, or coach, then the League Director shall discuss a more severe penalty with the team
- ii. If such discussions with the team do not yield the desired result of the League Director, then the League Executive Board may, by unanimous vote, agree to a more severe disciplinary action. Such disciplinary action may include, but are not limited to, the following:
 - Removal from the current meet
 - Suspension from the next meet or additional meets this season or next season
 - Suspension from Meet of Champions this season or next season
 - Suspension for the remainder of the season or the next season; or
 - Expulsion from GSL

C. Appeal to the League board

If either the team or the swimmer/parent/coach disagrees with the disciplinary action taken by the League Executive Board, the League Board Member for such team or the swimmer/parent/coach (acting on their own accord) may request that their case be heard by the full League Board. The team or the swimmer/parent/coach shall make such a request by providing written notice to the League Director along with a 250-word or less summary of the appeal. Such summary and a 250-word or less summary prepared by the League Executive Board shall be provided to the League Board in advance of the next regularly scheduled meeting. At such regularly scheduled meetings, the League Board shall vote upon such disciplinary action taken by the League Executive Board. If the disciplinary action is upheld, it shall remain in force, but if it is voted down, the original disciplinary action instituted by the team shall be enforced.

94. Swimmer Abuse Prevention Policy

The following policies related to swimmer protection are mandatory components of the Personal Conduct Policy:

a. Definitions

- I. Applicable Adult shall mean any adult individual who is not the Swimmer in question's legal guardian, and who is authorized by GSL, its member teams and/or its or their representatives to have contact with or authority over such Swimmer(s)

- ii. Health-Care Provider shall mean any adult licensed to provide professional medical or psychological services pursuant to a state-licensing board. Such individual must be in good reputable standing with the respective board and/or any other regulatory agency with authority over such individual in the practice of their profession
- iii. Massage shall mean any massage, rubdown, or other such athletic modality including but not limited to physical modalities, such as stretching, physical manipulation and injury rehabilitation, and electronic or instrument assisted modalities, such as stim treatment, dry needling, and cupping
- iv. Swimmer(s) shall mean any person that is qualified to be a “swimmer” under these Internal Policies and Procedures

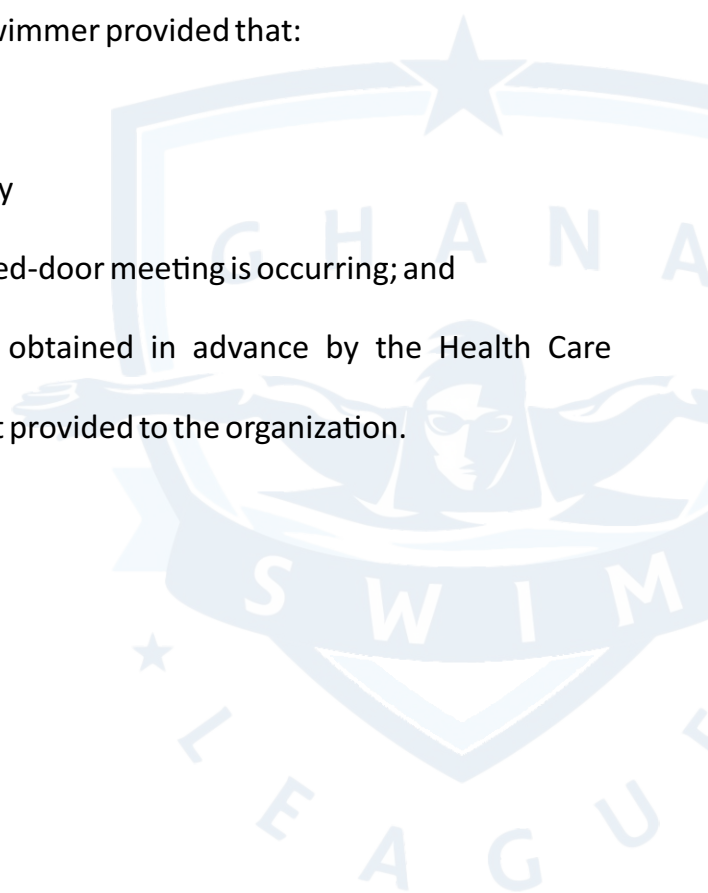
b. Prohibited Behaviour

At no time may inappropriately touching between a Swimmer and an Applicable Adult occur, including, but not limited to, excessive touching, hugging, kissing, sexually oriented behavior, sexually stimulating, having a Swimmer sit on a non-relative's lap, or otherwise inappropriate games. Any inappropriate sexual conduct or advance, or other inappropriate oral, written, visual or physical conduct of a sexual nature at any time toward any Swimmer by an Applicable Adult is prohibited. All communications between any Applicable Adult and Swimmer may not at any time be sexual in nature.

C. Interactions

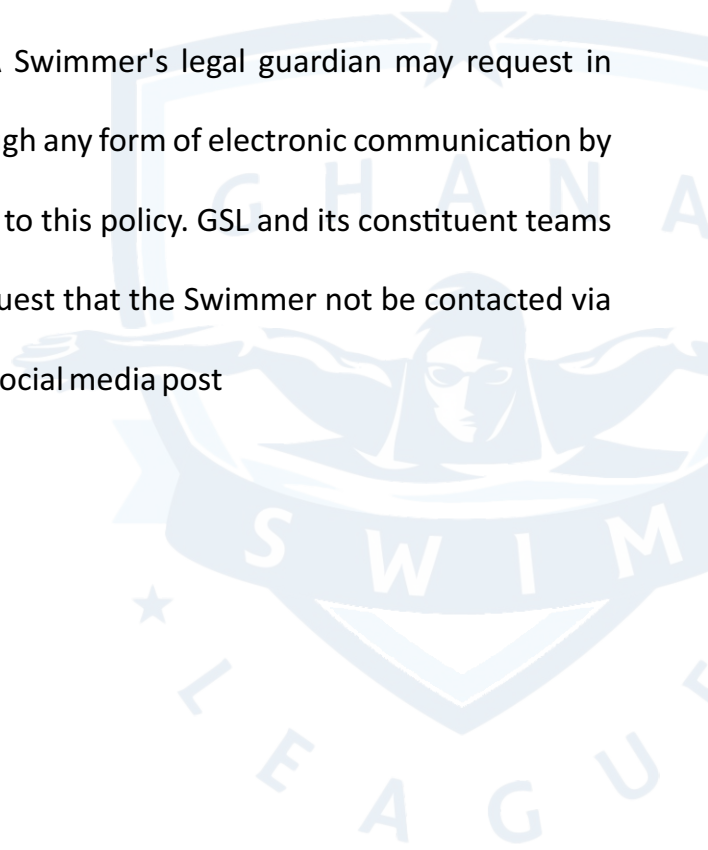
All interactions between a Swimmer and any Applicable Adult must occur at an observable and interruptible distance from another adult. At all times, the legal guardian of a Swimmer must be allowed to observe all interactions between the Swimmer and any Applicable Adult. Any interaction that occurs in an office or room must occur with any entry or exit remaining open and unlocked for the duration. The windows, curtains and/or blinds must also be kept open for the duration of the interaction.

- i. Exceptions: A Health-Care Provider may meet with a Swimmer in conjunction with the treatment and/or care of Swimmer provided that:
 - the door remains unlocked
 - another adult is present at the facility
 - the other adult is advised that a closed-door meeting is occurring; and
 - written legal guardian consent is obtained in advance by the Health Care Provider, with a copy of such consent provided to the organization.



D. Electronic Communications

All communication via private, instant, or direct messages through any social media platform is prohibited. If an Applicable Adult needs to communicate directly with a Minor Swimmer via electronic communications, the Swimmer's legal guardian must be copied by the Applicable Adult. If a Swimmer communicates to the Applicable Adult privately first, then the Applicable Adult must copy the Swimmer's legal guardian on any electronic communication response to the minor athlete. When an Applicable Adult communicates electronically to the entire team, then the Applicable Adult must copy at least one other adult. Electronic communications must only be sent between the hours of 7:00 a.m. and 9:00 p.m., with the exception that such hours shall be extended during competitive meets. A Swimmer's legal guardian may request in writing that the Swimmer not be contacted through any form of electronic communication by the team, GSL, or by an Applicable Adult subject to this policy. GSL and its constituent teams and their representatives must abide by any request that the Swimmer not be contacted via electronic communication, or be included in any social media post



E. Locker Rooms & Changing Areas

- I. The designated locker room or changing area must be used when a Swimmer or Applicable Adult changes, in whole or in part, into or out of a swimsuit. Use of any device's (including a cell phone's) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, changing areas, or similar spaces by a Swimmer or an Applicable Adult is prohibited. An Applicable Adult must not expose his or her breasts, buttocks, groin, or genitals to a Swimmer under any circumstance. An Applicable Adult must not request a Swimmer to expose his or her breasts, buttocks, groin, or genitals to the Applicable Adult under any circumstance. At no time is an Applicable Adult permitted to be alone with a Swimmer in a locker room or changing area. If the available facility only has a single locker room or changing area, separate times for use by Applicable Adults and Swimmers must be designated. Legal guardians are discouraged from entering locker rooms and changing areas. If a legal guardian does enter a locker room or changing area, it must only be a same-sex legal guardian and the legal guardian should notify a coach or administrator in advance.

ii. GSL, its member teams and its or their representatives must regularly monitor the use of locker rooms and changing areas to ensure compliance with this provision and its obligations. The following methods together shall be deemed to satisfy the Monitoring and Enforcement provision of this paragraph:

- conducting a sweep of the locker room or changing area before athletes arrive.
- posting staff directly outside the locker room or changing area during periods of extended use.
- leaving the doors and entryway open when adequate privacy is feasible
- making intermittent sweeps of the locker rooms or changing areas with women checking on female locker rooms and men checking on male locker rooms; and
- monitoring when a Swimmer goes to the locker room or changing area during practice and competition, and, if the Swimmer does not return in a timely fashion, checking on the Swimmer's whereabouts.

F. Emergencies

Notwithstanding paragraphs (c) through (e), in case of an Emergency, actions taken as a necessity to resolve an Emergency shall not constitute a breach of any of these provisions.

An “Emergency” shall constitute any material threat of serious or substantial bodily harm

G. Athlete Massage Modalities

Any Massage performed on a Swimmer must be conducted in an open and interruptible location and must be performed by a licensed massage therapist or other certified professional. Consent by a legal guardian must be obtained in advance by the licensed massage therapist or other certified professional before performing any such Massage on a Swimmer. A copy of the written consent must be provided to the organization. Legal guardians must be allowed to observe the Massage. Any Massage of a Swimmer must be done with at least one other adult present and must never be done with only the Swimmer and the person performing the Massage in the room.

H. Reporting and Record-Keeping Requirements

Reporting must occur when an individual has firsthand knowledge of misconduct or where specific and credible information has been received from a Swimmer, another Applicable Adult, victim or any other knowledgeable third party

I. Reporting To Law Enforcement:

Any individual with knowledge or in possession of information regarding any conduct that could be in violation of this policy which is either sexual in nature, or forbidden by state or federal law, must immediately report to law enforcement the full extent of their knowledge, and any other such information regarding the alleged conduct in his or her possession

ii. Other Reporting Obligations:

Any individual with knowledge or in possession of information regarding any conduct that could be in violation of this policy must promptly report, in a confidential manner, any such violation of this policy to the head of the Swimmer's team, the Swimmer's legal guardian, and the Director of the GSL Executive Board. GSL must keep any such reports in its possession confidential, including the names and identities of the alleged victim(s), the accused perpetrator(s), and the reporting individuals, except as disclosure is otherwise permitted by law, the policies, and procedures of GSL, or the bylaws of GSL. Notwithstanding the confidentiality obligations of this paragraph, all Applicable Adults, and members of the GSL Executive Board must disclose any accusation of sexual abuse or misconduct to the State as required by law and any other related governmental agency requiring such disclosure. The obligation to report under this paragraph shall, in no circumstance, supplant, replace, or in any way take precedence over the obligation in paragraph (i) of this section to report to law enforcement.

Neither civil nor criminal statutes of limitation apply to the obligation to report cases of sexual abuse. No team or GSL Executive Board member shall retaliate against any individual who has made a good-faith report under this paragraph. Any report of a violation provided to GSL and/or its representatives regarding sexual abuse or misconduct must be put into writing in a reasonably timely fashion, and such reports must be retained for at least the statute of limitations for such alleged crime.

GHANA SWIM LEAGUE

IG: The Ghana Swim League
www.ghanaswimleague.com

