



# RIO CLUB POLICY

## HARRASSMENT

### GENERAL INFORMAITON

A central philosophy of the RIO Salado Swim Club is respect for swimmers, parents, employees and board members. It is our goal to provide an environment that is free of hostility, intimidation and harassment of any kind and to encourage swimmers to develop respect for themselves and for others. In keeping with these goals, the Rio Salado Swim Club has developed a policy against harassment of any kind.

### HARRASSMENT POLICY

The RIO Salado Swim Club strictly prohibits, and will not tolerate, harassment of any kind of any swimmer, parent, employee or board member by anyone in or outside the membership/employment of the club. This policy prohibits harassment in any form, including sexual harassment. Sexual harassment includes, but is not limited to unwelcome advances, requests for sexual favors, or other verbal or physical conduct or written communication of an intimidating, hostile or offensive nature.

Any club member who is determined to have engaged in harassing conduct is subject to discipline, up to and including revocation of his or her membership in the RIO Salado Swim Club. Any employee, coach or board member who is determined to have engaged in harassing conduct is subject to discipline, up to and including immediate termination.

### HARRASSMENT PROCEDURE

- Any club member who believes that he or she is being harassed should immediately report the offensive conduct to his or her coach.
- Any coach or other employee who feels that he or she is being harassed should immediately report the offensive conduct either to his or her immediate superior or a member of the board.
- Within 24 hours of receiving a report of harassment, a coach should notify a board member, preferably the president of the board, of the reported incident.

The coach and/or the board shall promptly investigate and document any reports of harassment. If the reported harassment involves conduct by a swimmer against another swimmer, the parents or guardians shall be informed, as quickly as possible, but in no event less than 48 hours, after the coach and/or the board member is informed of the offensive conduct. If possible, and within the coach's discretion, the swimmers shall be separated during practice until the investigation of the alleged conduct is complete.