

CAST Anti-Bullying Team Policy

Bullying of any kind is unacceptable at CAST and will not be tolerated. Bullying is counterproductive to team spirit and can be devastating to a victim. College Area Swim Team is committed to providing a safe, caring and friendly environment for all of our members. If bullying does occur, incidents will be dealt with promptly.

What is bullying?

Bullying is unwanted aggressive behavior that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time.

- An imbalance of power: Kids who bully use their power-such as physical strength, access to embarrassing information, or popularity to control or harm others.
- Repetition: Bullying behaviors are aggressive, happen more than once or have the potential to happen more than once.

Types of Bullying defining unacceptable behavior at CAST:

1. Verbal bullying is saying or writing mean things. Verbal bullying includes:
 - Teasing
 - Name-calling
 - Inappropriate sexual comments
 - Taunting
 - Threatening to cause harm
2. Social bullying, sometimes referred to as relational bullying, involves hurting someone's reputation or relationships. Social bullying includes:
 - Leaving someone out on purpose
 - Telling other kids not to be friends with someone
 - Spreading rumors about someone
 - Embarrassing someone in public
3. Physical bullying involves hurting a person's body or possessions. Physical bullying includes:
 - Hitting, kicking or pinching
 - Spitting
 - Tripping or pushing
 - Taking or breaking someone's things
 - Making mean or rude hand gestures

How to report bullying:

- Talk to your parents.
- Talk to a CAST coach, board member or an adult you trust.
- Write a letter or email to a CAST coach, board member or an adult you trust.
- Make a report to the USA Swimming Safe Sport staff (under member resources at USA Swimming.org).

Things kids can do to help stop bullying::

- Be a friend to the person being bullied.
- Tell a trusted adult, parent, coach or CAST board member.

- Help the kid being bullied get away from the situation. Create a distraction, focus the attention on something else or offer a way for the target to get out of the situation. “Let’s go, practice is about to start.”
- Set a good example by not bullying others.
- Don’t give the bully an audience. Bullies are encouraged by the attention they get from bystanders. If you do nothing else just walk away.

If bullying is reported CAST will take the following steps:

1. Get the facts.
2. Determine if it’s bullying.
3. Support the kids who are being bullied.
4. Address the bullying behavior and resolve the incident.
5. Follow up after issue is resolved to make sure the bullying does not happen again.

Both parent and swimmer understand the contents in the CAST Anti-Bullying Policy and agree to maintain good conduct at practice, swim meets, and any other team-related activities.

Resources:

1. USA Swimming.org , Safe Sport Handbook, Model Policy: Anti-Bullying (Appendix C)
2. StopBullying.gov