



## PAC GRIEVANCE POLICY

Should you wish to raise a concern or grievance, the Piranhas Aquatic Club has established the following procedures and responsibilities it will adhere to. For issues dealing with peer-to-peer bullying, coach-athlete bullying, parent issues, violations of the Piranhas Aquatic Club Code of Conduct and violations of the Minor Athlete Abuse Prevention Policy, please report the incident to the Head Coach. Our coaches, Head Coach, and/or Board Members will assess the reported or observed behavior of swimmers, parents, or other coaches to determine whether a violation of any of the published and adopted policies outlined in the Swimmer, Parent, or Coaches Code of Conduct has occurred.

1. Where a violation of our Code of Conduct has been identified, or behavior is identified that is not in line with our Core Values, appropriate disciplinary action will be implemented.
2. Regarding swimmers, disciplinary action will be subject to the Head Coach's discretion in consultation with Board Members, and will address the following:
  - a. Nature of the misconduct
  - b. Severity of the misconduct
  - c. Prior disciplinary actions against swimmer
  - d. Adverse effect of the misconduct on other swimmers
  - e. Application of the Code of Conduct

IT SHOULD BE NOTED that All Coaches are authorized to take immediate disciplinary action, if appropriate and necessary under the circumstances, to ensure the immediate safety of all swimmers.

3. It is recognized that complaints could be raised for the following:
  - a. Conduct of a Swimmer
  - b. Conduct of an Assistant Coach or Head Coach
  - c. Conduct of a Parent
  - d. Conduct of a patron at a team sponsored event
4. Should a parent/swimmer feel another swimmer's, parent, patron or assistant coach conduct is inappropriate or violates the Athlete Code of Conduct, the parent/ swimmer should discuss these concerns with the Head Coach and/or the PAC Safe Sport Coordinator. This complaint should be made in person or in writing.
5. Should a parent or swimmer feel the Head Coach's, or a member of the Board of Director's conduct is inappropriate or violates any team policies or procedures, the parent/swimmer should notify the Safe Sport Coordinator and/or Board President. This complaint should be made in person or in writing.

# PIRANHAS Aquatic Club

6. After an initial review and consideration of the facts surrounding the complaint, the Head Coach and/or Safe Sport Coordinator/Board President, will determine and issue appropriate disciplinary action and will be issued as soon as reasonably possible.
7. If the parent/swimmer/coach registering the complaint feels the disciplinary action is insufficient or unsatisfactorily resolves the issue, individual may appeal the decision to the PAC Board of Directors in writing within 7 days of the initial complaint. A decision, and/or disciplinary action, will be issued by the Board of Directors as soon as reasonably possible. Failure of the Board of Directors to address the parent/swimmer concerns in a timely manner is a basis for requesting an appeal.

## **WHERE TO REPORT:**

For issues dealing with sexual misconduct, sexual harassment and/or sexually explicit or inappropriate communication through social media:

- U.S. Center for SafeSport: 720-524-5640 or <https://safesport.i-sight.com/portal>

For issues dealing with physical abuse, emotional abuse, criminal charges and the use, sale or distribution of illegal drugs:

- USA Swimming Safe Sport: [safesport@usaswimming.org](mailto:safesport@usaswimming.org) or <https://fs22.formsite.com/usaswimming/form10/index.html>

For issues dealing with known or suspected child abuse:

- Contact 24-hour Child Abuse Hotline 916.875.5437 (875-KIDS)
- In case of an emergency call 911 for law enforcement