

North Jeffco Swim Team Anti-Bullying Policy

North Jeffco Swim Team (“NJST”) is committed to providing a safe, caring, and friendly environment for all of its members, whether swimmer, parent, or employee (“NJST Members”). Accordingly, bullying is unacceptable at any NJST function, including practices, swim meets, travel trips, and NJST-sponsored social events (“NJST Activities”).

“Bullying” is the severe or repeated use by any NJST Member of any oral, written, electronic, or other technological expression, image, sound, data, or intelligence of any nature (regardless of the method of transmission), or any physical act or gesture, or any combination thereof, directed at any other NJST Member and which, to a reasonably objective person, has the effect of:

- causing physical or emotional harm to the other NJST Member or damage to the other NJST Member’s property;
- placing the other NJST Member in reasonable fear of bodily harm or of damage to his or her property;
- creating a hostile environment for the other NJST Member at any NJST Activity;
- infringing on the rights of the other NJST Member at any NJST Activity; or
- materially and substantially disrupting the orderly operation of any NJST Activity.

Any adult NJST Member who witnesses bullying is encouraged to stop the bullying, using the following steps:

- Intervene immediately, if he or she feels safe doing so, obtaining the help of another adult if circumstances so warrant.
- Separate the NJST Members involved in the incident.
- Make sure everyone is safe.
- Meet any immediate medical needs.
- Stay calm and model respectful behavior while intervening.
- Report the incident to an NJST coach or member of the NJST Board of Directors (“Board”).

Any NJST Member who feels that he or she has been bullied is asked to do the following, as soon after the bullying incident as possible:

- First, talk to his or her parents, if he or she is a minor.
- Second, talk or write an email to an NJST coach or Board member.
- Third, if his or her concerns are not adequately addressed by the NJST coach or Board member within a reasonable time period, make a report to the USA Swimming Safe Sport staff.

Once a bullying incident has been reported to an NJST coach or Board member, that individual shall report the incident to the Board. The Board shall then oversee the investigation of, and any appropriate follow up actions with respect, to the incident, following the procedures set forth in the USA Swimming Model Action Plan to Address Bullying, a copy of which is posted on NJST’s website.

Effective November 5, 2013