

ZEUS SWIM TEAM'S REPORTING OF MISCONDUCT POLICY (June 2017)

Purpose:

Zeus Swim Team strives to provide and promote a safe environment for all athletes and their families, and encourages Safe Sport practices guided by USA Swimming, the National Governing Body for the sport of swimming in the United States. Safe Sport is USA Swimming's comprehensive abuse prevention program and provides tools for swim clubs to educate their members and intervene in risky situations. All Zeus Swim Team members are also members of USA Swimming, and as such, must abide by the USA Swimming Code of Conduct (see <https://www.usaswimming.org>). The Zeus Swim Team's Reporting of Misconduct Policy defines Sexual Misconduct and articulates the requirements for reporting, reporting tools and resources.

Sexual Misconduct Defined:

Sexual Misconduct is defined by the USA Swimming Code of Conduct Article 304.3.7 as follows:

- A. Any inappropriate sexual conduct or advance, or other inappropriate oral, written, visual, or physical conduct of a sexual nature at any time, past or present, directed towards an athlete or any person under the age of eighteen (18) by (i) a coach member or other non-athlete member, or (ii) any other adult participating in any capacity whatsoever in the activities of USA Swimming (whether such adult is a member or not).
- B. Any act of sexual harassment, including without limitation unwelcome sexual advances, requests for sexual favors, and other inappropriate oral, written, visual, or physical conduct of a sexual nature in connection with or incidental to a USA Swimming-related activity by any person participating in the affairs or activities of USA Swimming (whether such person is a member or not) directed toward any member or other person participating in the affairs or activities of USA Swimming.
- C. A romantic or sexual relationship, even if it is a consensual relationship between adults, which began during the swimming relationship, between athletes and those individuals (i) having direct supervisory or evaluative control, or (ii) who are in a position of power and trust over the athlete. Except in circumstances where no imbalance of power exists, coaches have this direct supervisory or evaluative control and are in a position of power and trust over those athletes they coach. The prohibition on romantic or sexual relationships does not include those relationships where it can be demonstrated that there is no imbalance of power. For example, this

prohibition does not apply to a relationship between two spouses or life partners which existed prior to the swimming relationship. For factors that may be relevant to determining whether an imbalance of power exists, consult the USOC's Safe Sport Policies at www.teamusa.org/Footer/Legal/Governance-Documents.

- D. Any peer-to-peer sexual abuse. For the purposes of the Code of Conduct, the term "peer-to-peer sexual abuse" shall mean any unwelcome physical conduct of a sexual nature directed towards a minor athlete by another minor athlete.

Zeus Team Reporting:

It is every member's responsibility to promptly report any incident regarding sexual misconduct to:

1. A trusted adult or parent
2. Coach
3. Board Member

National Reporting:

It is every member's responsibility to promptly report any incident regarding sexual misconduct by a member as described in Article 304.3.7 to USA Swimming's Director of Safe Sport. Reporting must occur when an individual has firsthand knowledge of misconduct or where specific and credible information has been received from a victim or knowledgeable third party. Various state laws may also require reporting to law enforcement or to a designated child protection agency.

Reporting Tools:

1. USA Swimming Safe Sport Reporting Form
<https://fs22.formsite.com/usaswimming/form10/index.html>
2. Email the Safe Sport Staff at USA Swimming's National Office
safesport@usaswimming.org

Investigations:

Investigations of complaints will be conducted per USA Swimming guidelines and will involve law enforcement as appropriate.

Resources:

USA Swimming: <https://www.usaswimming.org/resources-home/resource-programs-services>

Athlete Protection Training: <https://www.usaswimming.org/utility/landing-pages/safe-sport/apt>