



Blue Tide Swim Team

Harassment Policy

Nocatee Blue Tide Swim Team (“NBT”) is committed to providing an environment for employees and team swimmers that is free of discrimination. In keeping with this policy, NBT strictly prohibits harassment of any kind, including harassment on the basis of sex, race, color, religion, gender, age, mental or physical disability, medical condition, national origin, marital status, veteran status, sexual orientation, or any other characteristic protected under federal or state law or local ordinance.

Harassment may take many forms, including physical or verbal abuse, molestation or sexual misconduct.

If you believe that the comments, gestures, or conduct of any NBT employee or team swimmer is offensive, you should immediately report the facts of the incident to the Head Coach and/or the NBT Board of Directors (“BOD”).

NBT’s policy is to immediately conduct a thorough, objective and complete investigation of the complaint. At the conclusion of its investigation, the NBT will attempt to determine whether unlawful harassment has occurred. NBT will look at the totality of the circumstances, including the nature of the conduct and the context in which it occurred. NBT should, as promptly as possible, communicate its findings to the accused, and the remedial action (if any) to be taken to the complainant, and, when appropriate, to other persons who are directly concerned.

If the NBT determines that harassment has occurred, the NBT will take remedial action commensurate with the severity of the offense. This action may include disciplinary action against the harasser, up to and including termination of employment and/or team membership. Steps will be taken, as necessary, to prevent any further harassment. Known or suspected unlawful abuse incidents will be reported to law enforcement.

To minimize the risk of harassment or suspected harassment, NBT employees and team swimmers must always ensure that two people accompany a minor when in a non-public setting, whether it is two adults with one minor, or two minors with one adult, but at no time one adult with one minor.

No individual will suffer any reprisals or retaliation for reporting any incidents of harassment, or perceived harassment, for making any complaints of harassment or for participating in any investigation of incidents of harassment or perceived harassment.

NBT does not tolerate unlawful harassment of any of its employees or team swimmers. Any form of harassment which violates federal, state or local law, including, but not limited to harassment related to an individual's race, religion, color, sex, sexual orientation, national origin, ancestry, citizenship status, marital status, pregnancy, age, medical condition (cancer related or HIV/AIDS related), or physical or mental disability is a violation of this policy. For these purposes the term "harassment" includes slurs and any other offensive remarks, jokes, or other verbal, graphic or physical conduct.

Note that this policy is a "zero-tolerance" policy. Any violation of this policy will be treated as a disciplinary matter, regardless of whether it constitutes illegal harassment under the law.