

With the recent media coverage regarding USA Swimming's efforts to prevent abuse in swimming, we wanted to detail to each Dynamo family the policies and procedures Dynamo has in place that protect each of our athletes. The protections apply to all USA Swimming members who are 18 and under. They are in place to prevent the most tragic of abuses – sexual abuse. Each policy and procedure eliminates a possible situation in which abuse could occur. You also can find these on the Dynamo website.

1. USA Swimming Mandatory Travel Policy, Electronic Communication Policy, Bullying Policy.

An athlete may not travel alone with a coach. This includes travel trips, rides to and from practice, or any other travel. In the event an athlete must alone travel with a coach, the parents must give express written permission to the coach. Such situations should always be the rare exception, if ever.

An athlete may never stay alone in the same hotel room with a coach.

A coach may not sit beside an athlete on a bus or on a plane or in a van.

A coach may not meet with an athlete in a closed room for any purpose or any closed space for any purpose.

A lone coach may not enter athletes' rooms on travel trips. All curfew and safety checks must be made with at least one coach/chaperone of the same sex as the athletes in the room.

Coaches may not communicate electronically with an individual athlete except to convey practice information. There must never be individual electronic communication between a coach and athlete regarding social activities, family, school, swimming, or any other topic. The electronic communications must only be in this form: "I will be late for practice." "Thanks for letting me know" OR "Practice time has changed." "I can't make it. Can I come at another time." "Yes at 1 PM"

Peer to Peer electronic, physical, and all other bullying will not be tolerated and may result in suspension from the team.

2. Safe Sport Club Coordinator.

Each USA Swimming member club must have a safe sport coordinator who helps the club educate the athletes, coaches, staff, and parents on safe sport issues. Our Club Coordinator is Ceci Christy. Ceci is also Georgia Swimming's Safe Sport Director, the Southern Zone Safe Sport Director, and sits on the USA Swimming Safe Sport Committee. Ceci is an attorney who works with at risk children and teens in the greater Atlanta area.

Ceci holds Safe Sport sessions with the Dynamo 13 and up athletes bi-annually. At these sessions, she discusses Dynamo culture, texting/social media pitfalls, boundaries, Georgia law, how to protect themselves and teammates, and other areas of safe sport. She also holds quarterly Safe Sport sessions with the coaches and staff, including lifeguards and lesson instructors. These sessions detail the responsibilities and requirements of the coaches and staff to protect the athletes and prevent abuse, including sexual abuse.

Before team travel trips, Ceci holds a safe sport session with the athletes traveling.

3. Additional Dynamo Practices

Coach Interactions

Coaches do not meet one on one with athletes behind closed doors.
Coaches communicate to parents if bullying incidents occur.
Coaches have an open door policy for parents to communicate with them.
Coaches do not use the team locker rooms.

Locker Room Policy (For All)

No cell phone use in the locker rooms.
No photography in the locker rooms.
No horseplay in the locker rooms.
Parents should not use the team locker rooms.

Recreation Swim Hours

All recreation swimmers must not use the team locker rooms.
All recreation swimmers are required to be out of locker rooms before team practice begins.

Photography Policy

No photography behind the blocks for any reason.
No video of practice.

4. Violations of Code of Conduct.

Coaches and all Dynamo staff are forbidden from massaging, with hands or an object such as a massage ball, an athlete for any purpose.
Coaches and all Dynamo staff are forbidden from giving full frontal body hugs.
Coaches and all Dynamo staff are forbidden from kissing any athlete.

Athletes are forbidden from sitting on the lap of any coach or Dynamo staff.

Coaches and all Dynamo should not touch an athlete to teach a swim stroke. Coaches may not date, have a physical relationship with, or have a sexual relationship with any athlete.

An athlete who had a coach/athlete relationship with an athlete as an age group swimmer cannot begin a relationship with that athlete once over the age of 18.

5. **Dynamo's Culture**

Dynamo's culture is one of transparency and inclusiveness. Dynamo has never tolerated and never will tolerate athlete abuse, including sexual abuse. Dynamo follows the mandate of Safe Sport which is to protect our athletes and to create an environment in which each athlete feels safe and protected. Dynamo's policies and procedures and Safe Sport sessions ensure this environment stays in place and our athletes are protected. But your efforts also are needed to reinforce the Dynamo culture.

We ask that you remember two mandates: If you see something, say something. And if you permit behavior, you promote behavior. Never hesitate to ask a question of any Dynamo coach or staff member. And always interrupt a behavior that appears to violate any Dynamo policy or procedure. A simple comment about the behavior may be all that is necessary to disrupt it. We must work together to maintain our culture and promote positive behaviors.

6. **Resources**

USA Swimming provides numerous resources for athletes, parents, and coaches regarding the topics discussed in this communication. You can learn more about the USA Swimming Safe Sport program here: <https://www.usaswimming.org/Home/safe-sport>

Please reach out if you have comments, concerns, or questions. Head Coach Ian Murray at ian@dynamoswimclub.com or CEO Mike Cotter at mike@dynamoswimclub.com or Ceci Christy at ceci30327@gmail.com.