



USA Swimming Safe Sport

Pearl City Aquatics
May 1, 2020



“USA Swimming is committed to fostering a fun, healthy, and safe sport environment for all its members. We all must recognize that the safety of swimmers lies with all those involved in the sport and is not the sole responsibility of any one person at the club, LSC, or national level. This means that **EVERYONE**--national office, coaches, officials, parents, and athletes--is essential to creating a culture where all forms of misconduct are intolerable and eliminated as soon as possible.”



What is Safe Sport?

- Safe Sport is USA Swimming's comprehensive abuse protection program, committed to reducing the risk of emotional, physical, and sexual abuse in swimming, and increasing awareness of red flag behavior.
- Safe Sport ensures that there are prevention and response measures in place to address breaks in culture that occur between peers and from adults.
- Safe Sport promotes healthy physical, emotional and behavioral boundaries.



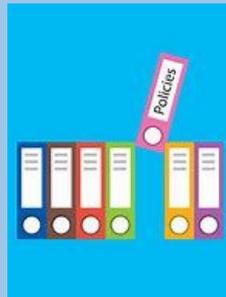
What Resources Does
USA Swimming Provide
Us With?



- USA Swimming gives us tools to help us create a safe environment for all our members.
- Safe Sport guidelines help protect our swimmers, coaches, officials, and adults involved in our sport.
- Safe Sport training helps us understand what are safe boundaries and what are not.
- Safe Sport gives us a way to let others know about potentially unsafe issues
- Teaches us to recognize, reduce, and respond to misconduct in sport



Policies and Best Practice Guidelines





- Minor Athlete Abuse Prevention Policy (MAAPP)
 - One-on-One Interactions
 - Social Media and Electronic Communication
 - Travel - Local and Team
 - Locker Rooms and Changing Areas
 - Massages and Rubdowns
- Action Plan to Address Bullying
- Photography
- Parent, Athlete, and Coaches Codes of Conduct
- Reporting Procedures
- Disciplinary Procedures



Minor Athlete Abuse Prevention Policy (MAAPP)

USA Swimming member clubs and LSCs are required to implement this Minor Athlete Abuse Prevention Policy in full. The MAAPP must be reviewed and agreed to in writing by all athletes, parents, coaches and other non-athlete members of member clubs on an annual basis with such written agreement to be retained by the club.



Who Does MAAPP apply to?

- All USA Swimming non-athlete members and adult athlete members
- Participating non-members (e.g., meet marshals, meet computer operators, timers, etc.)
 - LSC and club adult staff and board members
- Any other adult authorized to have regular contact with or authority over minor athletes.



One-on-One Interactions (4 types)

- I. Observable and Interruptible
- II. Meetings
- III. Meetings with Mental Health Care Professionals
and/or Health Care Providers
- IV. Individual Training Sessions





Observable and Interruptible?

- The interactions between an “Applicable Adult” and minor athlete/swimmer must happen at a distance that can be SEEN or STOPPED by another adult, if they feel that questionable behavior is occurring.
- The interruption can be vocal and/or physical.





Meetings

- Meetings between an “Applicable Adult” and minor athlete/swimmer can only happen if another adult is present and where the meeting can be easily seen and/or interrupted by another adult. If a one-on-one meeting takes place, it must be in a room with an open and unlocked door, also, if it can be in a room with windows (and windows, and window coverings must be open). If traveling, the meeting cannot happen in an applicable adult or minor athlete’s hotel room or other area of the hotel.



Meetings with Health Care Providers

- Meeting with a Health Care Provider can happen with a minor athlete to protect patient privacy ONLY IF the door stays unlocked, another adult is present at the facility, another adult knows about the meeting, and if there is written consent from a parent or guardian.



Individual Training Sessions

- Includes private instructions/lessons that does not happen during team practices or USA Swimming events and activities.
- Individual training sessions is the only one-on-one interaction that USA swimming recommends be observable and interruptible by another adult, parent or guardian.





Social Media and Electronic Communication

- I. Content
- II. Open and Transparent
- III. Requests to Discontinue
- IV. Hours
- V. Prohibited Electronic Communication

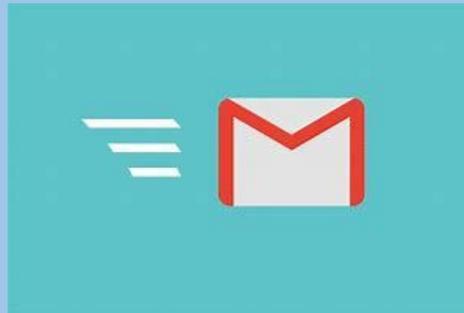


Content

- All electronic communication from “Applicable Adult” to minor athlete/swimmer must be professional.

Open and Transparent

- If an “Applicable Adult” needs to communicate with a minor athlete/swimmer, a parent/guardian must be copied in the email.





Request to Discontinue

- Parents/Guardians may request in writing that their minor athlete/swimmer not be contacted via electronic communication.

Hours

- Electronic communication must be sent between that hours of 8:00am and 8:00pm.





Prohibited Electronic Communication

- “Applicable Adults” are not permitted to have private connections via social media with minor athletes/swimmers and “applicable adults” are not allowed to accept new requests from minor athletes/swimmers (unless the “Applicable Adult” has a fan page or page is public)
- Minor athletes/swimmers can “friend” the club and/or LSC’s page





Travel

- I. Local
- II. Team



Local Travel

- Travel to training, practices, and competition that happens locally and does not include overnight stays.
- “Applicable Adults” cannot ride alone in a vehicle with an unrelated minor athlete/swimmer, and must have two or more minor athletes/swimmers or another adult in the vehicle.
 - Written consent can be given by parent/guardian





Team Travel

- Team travel is planned and organized by the team.
- Room checks must be done with two “applicable adults”
- Unrelated “Applicable Adults” cannot share a hotel room with a minor athlete/swimmer.
- Minor athletes/swimmers should share a hotel room with other minor athletes/swimmers of the same gender and age.





Locker Rooms and Changing Areas

- I. Requirement to use Locker Room or Changing Area
- II. Use of Recording Devices
- III. Undress
- IV. One-on-One Interactions
- V. Monitoring
- VI. Legal Guardians in Locker Rooms or Changing Areas



Requirement to Use Locker Room or Changing Area

- Designated area **MUST** be used when changing into or out of a swimsuit
 - **NO DECK CHANGING**

Use of Recording Devices

- Use of any device's recording capabilities (including voice recording, still photography, and video cameras) is not allowed





Undress

- An unrelated Applicable Adult must not expose him/herself to any minor athlete/swimmer.
- An unrelated Applicable Adult must not request an unrelated minor athlete/swimmer to expose him/herself.



One-on-One Interactions

- At no time should an unrelated Applicable Adult be alone with a minor athlete/swimmer in a locker room or changing area.
- Athletes on the same team or athletes attending the same competition (i.e. Senior Championships) allowed.
 - **BEST PRACTICE** - safety in numbers. Go to locker room/changing areas in a group.



Monitoring

- Clubs monitor locker rooms/changing areas.
- Conduct sweeps before athletes/swimmer arrive.
- Posting staff outside locker rooms/changing areas.
- Leaving doors open while still providing adequate privacy.
- Occassional sweeps of locker rooms/changing area.
- **BEST PRACTICE** - during practices, have parents come into facility to accompany athletes/swimmers to restroom



Massage and Rubdowns/Athlete Training Modalities

- These can present a risk for an “Applicable Adult” to abuse minor athletes/swimmers.
- Must be conducted in an observable, interruptible environment by a non-coach licensed professional.



Action Plan to Address Bullying

- I. Identifying bullying
- II. Reporting procedure
- III. How we handle bullying
- IV. Supporting those involved



What is Bullying:

The USA Swimming Code of Conduct defines bullying as, severe or repeated use by one or more USA Swimming members of oral, written, electronic or other technological expression, image, sound, data or intelligence of any nature (regardless of the method of transmission), or a physical act or gesture, or any combination thereof, directed at any other member that to a reasonable

objective person has the effect of:

- causing physical or emotional harm
 - causing fear
 - creating a hostile environment
- infringing the rights of other members
 - disrupting training or activities



How To Report Bullying:

- Talk to your parents
- Talk to your Coach, Board Member, or other designated person
- Write a letter or email to the Coach, Board Member, or other designated person
- File a report to USA Swimming Safe Sport staff





How We Handle Bullying:

- **BULLYING WILL BE STOPPED ON THE SPOT**
- Separate those involved.
- Ensure everyone is safe.
- Meet any immediate medical or mental health needs.
- Reassure those involved, including bystanders.
- Model respectful behavior when you intervene.





Supporting Those Involved:

- Listen and focus on the one that is bullied. Assure him/her that bullying is not their fault.
- Work together to resolve the situation and protect the bullied child.
 - Ask the child what can be done to make him/her feel safe.
 - Develop a plan on how bullying will be addressed.
- Be persistent. Commit to making it stop.





Photography Policy

Permission must be granted by parent/guardian of minor athletes/swimmer to videotape, photograph, or record and publish such work on the World Wide Web (i.e. Club Website, Social Media)





Parent Code of Conduct

Purpose is to establish consistent expectations for behavior by parents.

- Set the right example for our children by demonstrating sportsmanship
- Get involved by volunteering and observing my child at practices/meets
- Refrain from coaching my child from the stands during practices/meets.
- Criticizing, name calling, abusive language/behavior will not be tolerated.
- Respect the integrity of the officials.



Athlete Code of Conduct

Purpose is to establish a consistent expectation for athletes' behavior.

- Respect/show courtesy to teammates and coaches.
- Demonstrate good sportsmanship at practices/meets.
- Set a good example of behavior and work ethic for younger teammates.
- Be respectful of my teammates' feelings and personal space.
- Show respect for all facilities and other property used.
- Refrain from using foul language, violence, and behavior.



Coach Code of Conduct

Purpose is to establish common expectations for all members of the coaching staff of the club. Used as a guide to promote a positive team environment and good sportsmanship.

- Set a good example of respect and sportsmanship.
- Treat opposing coaches, participants, and spectators with respect.
- Coach in a positive manner.
- Always place the well-being, health, and safety of the swimmers above all other considerations.



Reporting and Disciplinary Procedures

- Report any issues of misconduct to the PCA President at PCABoardPresident@gmail.com or any Board Member



Club to address:

- Peer-to-peer bullying
- Coach-athlete bullying
- Parent behavior issues
- Violations of team rules and team code of conduct
- Minor Athlete Abuse Prevention Policies
- Group placement



USA Swimming to address:

- Criminal charges
- Use/sale/distribution of illegal drugs
- Physical abuse
- Inappropriate touching
- Lap sitting
- Pictures of videos taken in the locker rooms

https://fs22.formsite.com/usaswimming/form1_0/index.html



U.S. Center for SafeSport to address:

- Sexual misconduct
- Sexual harassment
- Sexually explicit/inappropriate communication

<https://safesport.i-sight.com/portal>



Moving forward:

- PCA will ask members to renew
 - Required Athlete Protection Training for Adult members
 - Free Parent and Minor Athlete Training Courses
 - Review MAAPP annually



Resources:

<https://www.usaswimming.org/Home/safe-sport>

www.usaswimming.org/protect

www.usaswimming.org/ssrp

www.usaswimming.org/maapp

<https://www.usaswimming.org/Home/safe-sport/club-toolkit>



“Safety and security don’t just happen; they are the result of collective consensus and public investment. We owe our children, the most vulnerable citizens in our society, a life free of violence and fear.”

Nelson Mandela