

Safe Sport Mondays

Join the conversation

Safe Sport Mondays is a program to launch a national conversation within swim clubs about everyday issues that clubs face. Having regular short conversations about different team- and Safe Sport-related issues can strengthen a club's values and open productive communication channels.

Our goal: We hope that this will spark meaningful conversations across the country and that clubs will discover that Safe Sport is accessible and helpful in building strong, healthy communities within the club.

How it works:

- Every month, a scenario and discussion guide will be emailed out to you to distribute to coaches in your LSC.
- Coaches will be asked to read the scenario with their swimmers of all ages on the first Monday of the month and have a short, 5-10 minute discussion about the scenario.

Your role as LSC Safe Sport Chair and/or Club Safe Sport Coordinator:

- LSC Safe Sport Chairs: Send out the scenario and discussion guide to all clubs. If you need contact information for the clubs in your LSC, please contact Maggie Vail (mvail@usaswimming.org; 719.866.3552).
- Club Safe Sport Coordinators: Send out the scenario and discussion guide to all coaches in your club.
- Strongly encourage participation among all the teams and coaches in your LSC. Promote it on social media, via email, or through newsletters.
- Follow up with clubs at random (you don't have to call every club!) to find out how it went.

Questions about Safe Sport Mondays should be directed to the Safe Sport Education Specialist.

Contact Safe Sport at (719) 866-4578 or Safe Sport@usaswimming.org.

Safe sport resolutions

Read this to your athletes:

- New Year's resolutions give us a chance to set new goals or recommit to the things and ideas that we care about-like the culture on this team!

Safe Sport is all about creating a healthy, positive, supportive team culture. Let's brainstorm some ways that we can make 5 Safe Sport resolutions for 2017.

Safe Sport Resolutions:

1. Encourage each other. How?

Safe Sport says: Keep the chatter during practice positive. If you notice that a teammate is struggling through a tough set, cheer them on. Find out the goal times of your teammates and cheer them on at meets.

2. Look out for each other. How?

Safe Sport says: This goes all kinds of ways. Stand up for a teammate being picked on or bullied. Loan a teammate a cap if theirs breaks. Make sure they don't miss their race. If they do something that's against the rules, call them out on it.

3. Think before you speak/post/tweet. How?

Safe Sport says: Respect isn't just actions, respect is words, too. Never say/post/tweet something mean, rude, or demeaning about a teammate. What you do with your words matters to the culture of the team.

4. Build each other up. How?

Safe Sport says: Expect the best from your teammates and coaches, and then help them be their very best. If we all do this, we will be a faster, closer, and more supportive team.

5. Talk about how you feel. How?

Safe Sport says: If you're mad about something a teammate or coach did or said, ask them about it. Let them know how you feel and listen to their perspective. Let's be a team that doesn't keep all of that bottled up.

This is also a good time to review the athlete honor code (or code of conduct) if it's been a while since you've done that.

*For Coaches: for more information and resources on team culture, visit www.usaswimming.org/toolkit. To report concerning behavior, contact Safe Sport at (719) 866-4578 or SafeSport@usaswimming.org.

Bullying

Read this scenario:

- A group of girls on your team have been saying mean things and spreading rumors about a boy on your team. They comment on the way he dresses and make up stories about him that you know are untrue. You thought that the girls would lose interest in picking on your teammate, but this has been going on for several weeks now. You know that this isn't right.

Discussion Questions:

- What do you do?

Safe Sport says: Speak up! While you may not be chiming in during these girls' take-down of your teammate, your silence isn't doing anything to stop it. Next time you hear them bad-mouthing the boy, say something nice about your teammate or ask them to stop. Make sure your coach knows that this is going on.

- Is this bullying?

Safe Sport says: Not necessarily, but that doesn't mean you should ignore it. Bullying is intentional, repeated, and involves an imbalance of power, which can be real or perceived. Even though only two of the conditions for bullying are met in this case, it's clear that there's some negative stuff going on within your team. As someone who notices this, you can be a part of changing your team and making it more positive!

- How do you stand up for your teammate without becoming a target yourself?

Safe Sport says: Be kind to everyone, even the girls who are being mean. Ask your coach to talk with the team about sportsmanship starting with your teammates. Help create a team that stands up for one another and points out rude, mean, or bullying behavior.

Wrap It Up:

- How do you practice sportsmanship at practice, in the locker room, and during team events?

Safe Sport says: Sportsmanship is encouragement, pushing each other to be your best, promoting fair play, and following the rules. It also promotes respect. Brainstorm ways to show respect to your teammates at all times.

*For Coaches: Even though this situation may not rise to the level of bullying behavior, you can still use the bullying-intervention tools you may have in place in your club. Look at your anti-bullying plan and familiarize yourself with its contents. Review it with your team to let them know how a concern like this would be handled. For more resources, visit www.usaswimming.org/toolkit or contact Safe Sport at (719) 866-4578 or Safe Sport@usaswimming.org.

Deck changing

Read this scenario to your athletes:

- You're at a huge, outdoor, summer invitational meet. There are restrooms and changing cabanas, but everything is crowded and you need to change. One of your teammates suggests that you go behind the bleachers and change there. What do you do?

Discussion Questions:

- Should you deck change?

Safe Sport says: Deck changing is against the rules! Athletes must use the designated changing facilities.

- What if your friend suggests that you change into your bikini tops by pulling on a large t-shirt to change?

Safe Sport says: This is deck changing, and it is against the rules. Insist that you go into the designating changing area where there is more privacy.

- What do you do if someone from another team does a deck change?

Kids might say to ignore it or tell their coach

Safe Sport says: No one wants to be a tattletale but this is clearly against the rules. If you can see what team they're on, tell that to your coach or an official.

- Who do you tell?

Safe Sport says: You can tell your coach or an official. If you're not comfortable confronting the person who is doing the deck change, tell an adult. The environment on deck matters, and this includes making sure that everyone follows all the rules.

Bonus Question:

- What do you do if you are caught deck changing?

Safe Sport says: You were breaking the rules. Admit that you made a mistake, and use the changing facilities in the future. If your coach or official tells you that there is a consequence for breaking the rules, accept it.

Wrap It Up:

- How does speaking up and following the rules fit within our team's culture?

Ask your swimmers to tell you what your team values are (sticking up for each other, respecting each other and our facilities, making sure that everyone has the best chance for success, etc.).

*For Coaches: if you know in advance that a facility's changing areas are limited, warn your athletes, and tell them to come prepared to be crowded or to stay in their suits for the duration of the meet. Tell them that deck changes are against the rules, and that you expect them to follow the rules. Use the Safe Sport "Peer-to-Peer Resource Guide" available at www.usaswimming.org/toolkit. If this behavior is directed to a child by an adult, contact Safe Sport at (719) 866-4578 or SafeSport@usaswimming.org.

Foul language

Read this scenario to your athletes:

- You're at practice and hear one of your teammates yelling and swearing aggressively at another one of your teammates. You've heard this person individually target your teammate before.

Discussion Questions:

- What do you do?

Kids might say that they would go interrupt it or go tell a coach.

Safe Sport says: It's okay to disagree with your teammates, but it is NOT okay to ever yell and swear out of anger at someone else. If you feel comfortable, go interrupt the situation. If you don't feel comfortable stepping into the situation, immediately tell a coach or other trusted adult.

- What if it's a coach angrily yelling and swearing at an athlete?

Safe Sport says: It is important to stop the situation. The coach should be able to do his/her job without yelling or swearing at kids. If you do not feel comfortable stepping in, immediately enlist the help of another adult.

- What if it's a parent yelling and swearing at their kid in the parking lot after practice?

Kids might say to ignore it or tell their coach.

Safe Sport says: Go back inside and tell your coach what you saw and heard.

Bonus Question:

- What do you do if you are mad at your teammates or coaches?

Safe Sport says: It's okay to disagree-that's just part of life! Take a few minutes (or days) to cool down and think about why you're mad at that person and how you feel. Then talk to them. Use statements like, "I feel ___ when ..." and really listen to what they have to say. Each of you has a role in making your team the best, most positive place to be!

Wrap It Up:

- In what ways are yelling and swearing outside of our team's culture?

Use this time to talk about your team's values and how you want to treat each other. Let them know that you want this team to be a safe and supportive place for them, and everyone contributes to it. Yelling and swearing aren't necessarily indicators of negative team culture, but if it is directed at one particular person or is attacking a certain group of people, that is inappropriate and should be addressed.

*For Coaches: review your team's anti-bullying policy and use the Safe Sport "Peer-to-Peer Resource Guide" available at www.usaswimming.org/toolkit. If this behavior is directed to a child by an adult, contact Safe Sport at (719) 866-4578 or SafeSport@usaswimming.org.

Teammate social media

Read this scenario to your athletes:

- You see a bunch of social media posts by one of your teammates. The posts are about another teammate, and they're really mean about how they look and their other hobbies. You know that these teammates don't really talk at practice, but you didn't think they hated each other. Looking at these social media posts really bothers you.

Discussion Questions:

- What do you do?

Kids might say, "I don't know." They might want to tell someone, but they don't know who to tell.

Safe Sport says: You can do a few things. First, show your support for the teammate who is the target of the posts. Let him/her know that they are a valued member of team. Next, you can let the coach know that this is happening, especially since it's involving two teammates and could impact the team environment.

- Should you respond to the post online?

Safe Sport says: You could respond by commenting on your support for the target, but you could also tell your teammate who posted the mean things how it looked/felt in person at practice.

- Does it change how you respond if the person who posted the mean stuff is a good friend of yours?

Kids might say that they would be more comfortable confronting a friend versus confronting a teammate with whom they're not close.

Safe Sport says: If you're comfortable talking to your friend about it, do it! Let him/her know that what they did was out of line. If you're not comfortable talking with them, tell your coach.

Bonus Question:

- What if you see a post on social media of one of your teammates wearing a team shirt and doing something that is against the rules/law?

Kids might say that they would confront their teammate or brush it off.

Safe Sport says: How your team is represented matters. If your team code of conduct includes athlete behavior while representing the team, this should extend to social media. Talk with the team about what the expectations are when they're wearing the team shirt, traveling, or competing with the team.

Wrap It Up:

- How do we show respect for one another on this team?

You're not always going to like everyone on the team, and that's okay. You don't have to be best friends, but you DO have to respect each other and get along. Everyone contributes to the team in some way, and it is not good for the team environment when someone puts down another teammate or bullies.

How do we build each other up and hold each other accountable for our actions with teammates?

*For Coaches: for more information on team culture, visit www.usaswimming.org/toolkit. To report concerning behavior, contact Safe Sport at (719) 866-4578 or Safe Sport@usaswimming.org.

Acts of kindness

Read this to your athletes:

"No act of kindness, no matter how small, is ever wasted." –Aesop

- How we treat each other on this team is important. We may not think about it very much, but it's nice to show appreciation and kindness to each other. Let's take a team challenge this month to do random acts of kindness for one another.

Discussion Questions:

- What can you do to show kindness to your teammates?

Safe Sport says: Kindness can be encouragement during a tough set. It can be picking up a teammate's equipment. It can be complimenting someone's work ethic. Kindness can also mean standing up for a teammate and making them feel included.

- What can you do to show kindness to your coaches?

Safe Sport says: Kindness can mean respect, listening, and working hard.

- What can you do to show kindness to the lifeguards and/or janitors?

Safe Sport says: Kindness can be leaving them a thank-you note on the whiteboard. It can mean that you clean up the pool deck of all equipment and make sure that the locker room is tidy when you leave.

Bonus Question:

- What can we do as a team to pledge kindness to each other this month?

A great idea is to do a "secret buddy" week. Have swimmers draw names of their teammates and do one or two really nice things for that teammate during the week. At the end of the week, talk with the team about what they noticed by carrying out acts of kindness for their teammates, and discuss how this attitude can contribute to creating a great team culture.

*For Coaches: for more information and resources on team culture, visit www.usaswimming.org/toolkit. To report concerning behavior, contact Safe Sport at (719) 866-4578 or SafeSport@usaswimming.org.

Team travel

Read this scenario:

- The team is traveling, and a swimmer gets sick one night at the hotel. The swimmer's parents are not on the trip.

Discussion Questions:

- What should happen?

Safe Sport says: The sick swimmer and/or their teammate should let the coach know what is going on. If the swimmer needs medical attention, the coach should make that happen and get in touch with the swimmer's parents.

- What's your team's travel policy?

Safe Sport says: Each USA Swimming member team is required to have a policy regarding team travel. This policy should cover who can be in whose room, what to do during emergencies, and how communication with parents should work.

- What needs to happen for this situation to be okay with the travel policy?

Safe Sport says: The coach should respond to any immediate safety concerns, including calling 911 if the situation is critical. The coach should also make sure another adult is involved with the situation, calling another coach or chaperone into the room to establish two-deep leadership, which is a Safe Sport best practice. If the coach and athlete are alone in a room (before the second adult gets there), the door should be propped open to create an open and observable environment, which is another Safe Sport best practice. The swimmer's parents/guardians should be notified about the situation.

Bonus Question:

- What do you do if you know someone is breaking your team's travel policy (guys in girls' rooms, etc.)?

Safe Sport says: Tell someone in charge. Holding one another accountable to the rules is part of being on a team. The policy is in place to create safe and supportive environments, and it's important that everyone on the team follows the policy.

Wrap It Up:

- What do you think should be in the travel policy for our team that isn't there already?

Use this time to talk about your team's travel policy and the unique situations that your team is in when it travels together. Get athlete feedback on the current policy and ask them what else should be included.

*For Coaches: If you have questions about developing a travel policy, contact Safe Sport at (719) 866-4578 or [Safe Sport@usaswimming.org](mailto:SafeSport@usaswimming.org).

Massage at a meet

Read this scenario:

- You are at a swim meet and you see a coach massaging the back and shoulders of an athlete. You know this is against the rules.

Discussion Questions:

- What do you do?

Safe Sport says: Speak up! Massage of an athlete by a coach is against the rules! Tell your coach or an official so that they can talk to the coach and stop the behavior.

- What if the coach is not massaging the athlete, rather he/she is stretching the athlete's legs?

Safe Sport says: While stretching is not technically a violation of the Code of Conduct, any kind of rubdown or massage is. Trust your gut. If what you see makes you feel uncomfortable or you think something doesn't look right, tell your coach or an official.

- What do you do if you need stretching or massage at a meet?

Safe Sport says: Brainstorm ways you can be at your best while following all the rules. Ask your coach to instruct you on effective stretches or utilize the team's sports medicine practitioner. You could also ask a teammate to help you, and be specific about what you need help with.

Wrap It Up:

- What do you think of when I say "physical boundary"?

Safe Sport says: Your physical boundary is your personal bubble. It's how comfortable you feel being close to someone, as well as who can touch you, where they can touch you, and how often they can touch you. You have different physical boundaries with your family and friends than you do with strangers or people you know in a more professional environment. Trust your gut and speak up if someone is ever making you feel uncomfortable by being in your personal bubble.

*For Coaches: Massage of athletes by coaches is against the USA Swimming Code of Conduct, even if the coach is a licensed massage practitioner. This should be reported to the meet marshal. Teach athletes proper stretching techniques and how to utilize things like foam rollers and other tools.

Also, talk to your team about what kind of touch is okay on the team. (Example: high-fives, pats on the upper back, or even hugs between teammates may be okay and part of your team's culture.) For more resources, visit www.usaswimming.org/toolkit or contact Safe Sport at (719) 866-4578 or [Safe Sport@usaswimming.org](mailto:SafeSport@usaswimming.org).

Okay or not okay

Read this:

- Having a good team culture is important to us! We want everyone to feel included and supported and to have a positive experience on our team. This is why we have rules: to ensure safety and respect.

Sometimes rules are clearly broken, but other times, it's not as easy to tell. This month's Safe Sport Monday is about understanding our team's culture and the rules we have.

Discussion Questions:

- What is our team culture?

Safe Sport says: Simply speaking, culture is "what we do here." Do you cheer for each other during tough sets? Wear team gear when you travel? Always clean up your area after a meet? Host team-building events? If so, that's your culture! Make "what we do here" positive things like support, respect, fun, hard work, and achievement.

Listen to each of the following scenarios and decide if it's okay or not okay:

1. Teasing a teammate for wearing glasses: Okay or not okay?

Safe Sport says: This is not okay. Even if the teasing is "in good fun," it's never right to pick on someone for a quality that makes them different.

2. Using SnapChat in the locker room: Okay or not okay?

Safe Sport says: This is not okay. In fact, it is against the rules to use a camera (even the one on your phone!) in the locker room. It's great to want to connect with your teammates on social media, but that should only happen outside of the locker room. You wouldn't want to accidentally catch someone changing their clothes in your Snap!

3. Getting upset with your teammate for goofing off during practice: Okay or not okay?

Safe Sport says: It's good to uphold your team's value of hard work, but there is a way to do this without getting upset. Use positive encouragement during the set, ("Let's beat this interval by 7 seconds!"), and then address it one-on-one during a break or after practice. If this is a persistent problem, tell your coach.

4. Going into an opposite-gender hotel room on a team trip to grab something: Okay or not okay?

Safe Sport says: Sharing a sleeping room with someone of the opposite gender is against the rules. If your teammate has something in his/her room that you need, a better alternative is to ask them to bring it to the door or into the hallway. If you want to hang out with your teammates, find a common area to play games and hang out.

Wrap It Up:

- What are three things we can do as a team to build up our team's culture?

Safe Sport says: This can be anything that supports your team's positive culture! Make posters for the pool deck, do random acts of kindness for teammates, or have fun challenge sets that encourage lots of cheering.

*For Coaches: Refer to your team policies and codes of conduct to talk with your swimmers about what is expected of their behavior. For more resources, visit www.usaswimming.org/toolkit or contact Safe Sport at (719) 866-4578 or Safe Sport@usaswimming.org.

Boundaries with officials

Read this:

- There's an official who works a lot of the meets your team attends, and he's become friendly with your teammate. It makes you uncomfortable when the official gives your teammate congratulatory hugs or snacks from the officials' hospitality room. He doesn't do this with any other swimmers.

Discussion Questions:

- Is this kind of behavior by the official okay?

Safe Sport says: While this kind of behavior is not against the rules, the apparent favoritism raises red flags. It's a good thing to have friendly officials, but singling out your teammate is going too far.

- What do you do?

Safe Sport says: You can ask your friend if it make him/her uncomfortable. Talk with your coach and let him/her know how it makes you feel to see the official give your teammate this special attention.

- What if the official is a parent or long-time family friend of your teammate?

Safe Sport says: The behavior is more understandable if the official is a family member or family friend, however the official should practice professionalism and refrain from showing favoritism to a swimmer.

- What are the different roles an official serves in at a meet?

Safe Sport says: Officials can be starters, watch strokes and turns, and serve as meet marshals. Ask your coach to explain what each of these roles involve so you know what to expect from the people in white shirts!

Wrap It Up:

- What are good ways to show appreciation to officials volunteering their time?

Safe Sport says: We couldn't have meets without officials! Respect their space and their judgments on the competition. If you see an official taking their break, feel free to say THANKS for volunteering their time at your meet!

*For Coaches: If this official is not a relative of the swimmer, he is exhibiting grooming behaviors. Talk with your swimmer about what's going on and call Safe Sport to discuss if anything needs to happen.

Talk with your swimmers about the different roles of everyone on deck at a meet: officials, meet marshals, timers, and other coaches. Let them know what to expect from these individuals and where to bring concerns should they arise. For more resources, visit www.usaswimming.org/toolkit or contact Safe Sport at (719) 866-4578 or Safe Sport@usaswimming.org.

Team culture and new teammates

Read this:

- You've been a part of your team for a few years, and a bunch of new swimmers just joined the team this fall. At first, they seemed really nice, but over the past few weeks, the team has become very clique-y. Some of the new swimmers don't know the rules and are taking snaps in the locker room and telling dirty jokes. A few of your old teammates have joined in. You used to think that your team was a really positive one, but now you're not so sure.

Discussion Questions:

- What's going on in this situation?

Safe Sport says: This seems like a team culture issue. "Culture" is the way the team interacts, the values it has, and the way the team goes about its business. When the new swimmers joined the team, perhaps they didn't pick up on the culture of the team or weren't told what the rules and expectations are.

Taking photos in the locker room is against the rules!

- What do you do?

Safe Sport says: Be a force for the positive things about your team! Be the kind of teammate you want to have and use phrases like "We don't do that here or treat each other that way," and "You know that's against the rules."

- Do you have to tell your coach?

Safe Sport says: Yes, you should tell your coach what's going on. He/She probably knows that something isn't right, but tell your coach how your teammates are making you feel about being a part of the team and coming to practice.

Wrap It Up:

- What are some good ideas to build up a positive team culture?

Safe Sport says: First, talk about it! Talk about the team you want to be. Encourage your teammates during practice, make a new friend on the team, and say "thanks" to teammates who do the right thing.

*For Coaches: You've worked hard to develop a good culture on your team! Talk about it with your swimmers and encourage kindness and positivity from warm-up through the end of the practice. Address the issue of taking pictures in the locker room according to your team policy. For more resources, visit www.usaswimming.org/toolkit or contact Safe Sport at (719) 866-4578 or SafeSport@usaswimming.org.

Strangers in the locker room

Read this:

- Your team swims at a public pool, and there are often other people using the locker rooms while your team is there. This is something you expect and is usually not a problem, but there's been an individual who's been making you and your teammates feel a little uncomfortable. The individual sits in the locker room, sometimes with clothes on and sometimes not, and tries to talk to the swimmers. Something about the situation doesn't feel right to you.

Discussion Questions:

- What's going on here?

Safe Sport says: Instead of focusing on how a person looks, focus on their behavior-what they're doing. If other people are using the locker room to shower and change their clothes, that's okay. However, if their behavior is different from that or making you or your teammates uncomfortable, it's time to speak up.

- What do you do?

Safe Sport says: Tell your coach or some other adult in charge right away.

- What other behaviors are not okay in the locker room?

Safe Sport says: Things like fighting, taking someone else's belongings, making a mess or destroying property, and taking pictures are all examples of things that are not okay in the locker room. If you see someone doing any of these things, tell someone in charge.

- How can you help make the locker room a safe place for everyone?

Safe Sport says: Use the buddy system. If your teammate is the last one in the locker room, wait and walk out with them. Know the rules of what's okay and what's not okay in the locker room, and if someone is doing anything that's not okay, tell your coach or someone in charge.

Wrap It Up:

- If someone is ever making you feel uncomfortable at swim practice, a meet, or other team event, who can you tell?

Safe Sport says: You can tell your coach, a facility employee, or a parent. Rather than say a person "looks creepy," make sure you tell an adult the specific behaviors that were making you feel uncomfortable so that they can address the situation.

*For Coaches: If you don't already know, find out what groups or who else has access to the locker rooms when your team is practicing. Review your team's locker room monitoring policy and talk to the swimmers about what to expect. For more resources, visit www.usaswimming.org/toolkit or contact Safe Sport at (719) 866-4578 or Safe Sport@usaswimming.org.

Help a friend

Read this:

- The other day your teammate told you that they're "so depressed" and "don't think I can do it anymore." They laughed it off and changed the subject, but something about how they said it makes you worried. You've also noticed your teammate acting differently lately.

Discussion Questions:

- What's going on here?

Safe Sport says: You don't know unless you ask, but it seems like your teammate is having a tough time lately. They could have gotten a bad grade on a test or had a fight with a friend, or there could be something more going on. It's a good thing your teammate felt comfortable enough to say something to you about it, and it's okay to ask more.

- What do you do?

Safe Sport says: You can ask your friend what's going on. Say, "Remember the other day when you said you were so depressed? What's going on? Can I help you?" They may not want to talk about it, but at least they know that you care and would be willing to talk about it later if they wanted.

You can also tell your coach. If you're worried that they might hurt themselves, or if you think something is really wrong, it's okay to talk to your coach about it. Your coach might be able to help them get the help they need.

- What if your teammate tells you that they've been hurting themselves (cutting, for example)?

Safe Sport says: Let your teammate know that you care and ask if they want to talk to a professional about what they're going through. If they say yes, you can offer to help them tell someone. If they say no, ask them what you can do to help. Just because they say they don't want help doesn't mean that you need to keep it a secret. Talk to your coach or parents about the situation.

- What if your teammate denies that anything is wrong?

Safe Sport says: They might be okay, or there might really be something wrong. You can't force your teammate to get help. The important thing is that they know you care. Talk to your parents or coach about the situation.

- How can you help create a safe place on your team?

Safe Sport says: Be the type of teammate you'd like to have. Be supportive and encouraging. Take a nonjudgmental attitude toward your coaches and teammates. Cheer for your teammates and ask them how they're doing.

Wrap It Up:

- What is your responsibility if you know a teammate is harming themselves or dealing with a serious issue?

Safe Sport says: You can help them get help. Talk with an adult you trust or offer to go with them to talk to an adult that they trust.

*For Coaches: The National Suicide Hotline is 1-800-273-8255. You can also reach out to local school counselors for resources to support kids who are going through a difficult time. For more resources, visit www.usaswimming.org/toolkit or contact Safe Sport at (719) 866-4578 or SafeSport@usaswimming.org.

What if you're the bully?

Read this:

- You have a teammate that you don't really like. The two of you bicker and fight back and forth, and even though you start it, you're proud to come out on top every time. You think it's all in good fun and harmless, and it's a better alternative to being nice to your teammate, who you really can't stand. Yesterday, your coach called you into the office and said that you need to stop "bullying" your teammate and wanted to go over a behavior plan with you.

Discussion Questions:

- What's going on?

Safe Sport says: What seemed to you like harmless fighting was interpreted as bullying. Your teammate felt targeted, unsafe, and disrespected, and now your coach is involved.

- What is bullying?

Safe Sport says: Bullying is negative behavior that is intentional, targeted, repeated, and includes a real or felt power imbalance. If you are targeting your teammate repeatedly in a negative way, they may feel like you have the power, even if they try and fight back. If you are bullying a teammate, your coach might give you consequences.

- What do you do?

Safe Sport says: Stop the behavior, own up to it and apologize, and face the consequences. You don't have to be best friends with your teammate, but you must show respect. That includes specifically apologizing for making them feel unsafe and hurt, and it also includes changing your behavior to be a positive contributor to the team.

- What if your best friend on the team is being accused of bullying?

Safe Sport says: Help them by holding them accountable for changing their behavior. If they start to say or do something that is mean, rude, or disrespectful, gently call them out on it and suggest an alternate behavior. You can also compliment the target of the bullying to let everyone on the team know that kind of behavior will not be tolerated.

Wrap It Up:

- What are your team values? How do these show up on the team?

Safe Sport says: These will be unique to each team. Some examples are respect, hard work, fun, and kindness. These values show up when you shake hands with your opponents after a race or you do a fun and silly cheer with your relay team before you race.

*For Coaches: Safe Sport has templates for an anti-bullying plan and peer-to-peer resource guide at www.usaswimming.org/toolkit. Use these to think through how all the coaches on your staff should respond to peer issues and cases of bullying. For more resources, visit www.usaswimming.org/toolkit or contact Safe Sport at (719) 866-4578 or Safe Sport@usaswimming.org.

Team values

Read this:

The new year is a great time to think about what kind of team we want to be in 2018: our goals in the water, as well as our goals for our team community.

Discussion Questions:

- What are some of our goals in the water?

Safe Sport says: Setting goals is important! Whether it's individual times or a team place at a big meet, having goals focuses your training and allows you to see progress.

- What do you think our team values are?

Safe Sport says: Team values might be hard work, kindness, honesty, or good communication.

- How do our team values "show up" on the pool deck?

Safe Sport says: For example, a team value of honesty shows up by respecting the send-off intervals, not tolerating gossip among the team, or not cutting corners on any set.

- How can our team values support our goals in the water?

Safe Sport says: It's no secret that kids who feel valued, supported, and safe are better able to work hard and pursue their individual goals. Those kids with strong connections to teammates overall have a better experience and don't want to let their teammates down in practice and on relays. Having strong team values can support the in-water goals by creating clear and positive team culture.

Wrap It Up:

- What are 2 things we can do this week to start the year off right?

Safe Sport says: Have the team come up with 2 behaviors that everyone can do to reinforce a positive start to the year! It could be something simple, such as high-fives to each teammate or lane-mate every day for the week or it could be a challenge set that will reflect the hard work value and relying on teammates for support.

*For Coaches: The new year is a great time to review your team's policies and codes of conduct. These should reflect your team's values. For more resources, visit www.usaswimming.org/toolkit or contact Safe Sport at (719) 866-4578 or Safe Sport@usaswimming.org.

Burger King bullying

Read this:

- We're going to watch a short video that Burger King made about standing up for people and burgers being bullied.

Show this:

"Burger King: Bullying Jr." (search for it on YouTube, or go to <https://youtu.be/mnKPEsbTo9s>)

Discussion Questions:

- Why do you think that people didn't speak up for the kid who was being bullied?
Safe Sport says: People might think that it's not their business or don't want to get mixed up in the bullying behavior.
- Why do you think more people said something about the "bullied burger" than the bullied kid?
Safe Sport says: Maybe because they paid for the burger or feel like they shouldn't have to eat a smashed-up burger, but some of the same words they used to complain about the burger could have been used to interrupt the bully.
- Do you have to know the person who's being bullied in order to say something?
Safe Sport says: No. The first woman who stood up for the bullied kid just asked, "Are you okay?" Then she got up to go and talk to him. She asked, "What's your name?" and started a conversation, giving the bullies the message that they can't bully this kid anymore.
- What's the difference between "just having fun" and bullying?
Safe Sport says: If a group of people is just having fun, EVERYONE is having fun. The fun isn't happening at the expense of someone. Bullying is when an individual or group gangs up on someone and acts mean, aggressive, or negative to them. The person being bullied feels like they can't stop it.

Wrap It Up:

- How does it feel when someone stands up for you or supports you?
Safe Sport says: It feels good, right?! Whether they're standing up for you in a bullying situation or agreeing with your idea, it feels really good when someone is on your side.
- *For Coaches: Take this opportunity to set the expectation for teammate interactions. Let them know that it's their job as teammates to stand up for one another and be supportive. For more resources, visit www.usaswimming.org/toolkit or contact Safe Sport at (719) 866-4578 or SafeSport@usaswimming.org.

Video in the locker room

Read this:

You go into the locker room after practice and, while changing, are distracted by a group of swimmers behind you laughing and clapping loudly. You ignore it for a bit, but then they call your name to come and join them. You realize they are posing for pictures in front of the mirror, taking a picture and posting them as part of their streaks on Snapchat. You are told, "no worries - the pictures disappear!"

Discussion Questions:

- What do you do?

Safe Sport says: Taking pictures in the locker room is against the rules. Speak up and ask them to stop, or tell a coach.

- Why do you think that taking pictures in the locker room is against the rules?

Safe Sport says: Because people are showering and changing their clothes in the locker room, taking pictures is against the rules. We wouldn't want anyone to be caught on camera without clothes or a suit on.

- Do you have to tell your coach?

Safe Sport says: It's a good idea to let your coach know that this happened-especially if your teammates didn't stop or you didn't feel comfortable saying something right away.

- Does it make a difference if the pictures disappear (such as on Snapchat) or if they're posted to something more permanent (such as Instagram)?

Safe Sport says: No, the rules are the same. There is no difference if one person sees the photos taken in the locker room or hundreds see it.

Wrap It Up:

- What if you were the one who was taking the photos?

Safe Sport says: Everybody makes mistakes. Maybe you didn't know the rules. Apologize to your teammates and coach and don't do it again. Be respectful of any consequences that the team might have for you.

*For Coaches: Talk with your athletes about media use and expectations around devices in the locker room. Consider developing team guidelines for social media use at the pool or during team events. For more resources, visit www.usaswimming.org/toolkit or contact Safe Sport at (719) 866-4578 or Safe Sport@usaswimming.org.

What is consent

Read this:

- You just swam your personal best in your best event! Everyone is cheering and high five-ing you when Suzy rushes up and gives you a big celebratory hug. This has made you feel very uncomfortable.

How do you tell Suzy that you are uncomfortable with her hugging you?

Safe Sport says: You can say, "Suzy, thanks for helping me celebrate, but I'm not comfortable with hugs."

- What is consent?

Safe Sport says: Consent is a clear, freely-given, enthusiastic YES to something. When you ask someone if you can give them a hug, sit next to them at lunch, or hold their hand, you're asking for consent. If they say yes, great! If they say no, respect that.

- What do you say if someone doesn't give you consent?

Safe Sport says: Say, "I respect that." For example, Allie says, "you fool < sad. Can I give you a hug?" Robin says, "No, thanks." Allie says, "I respect that. What can I do to help you feel better?"

Read this:

- One of the older swimmers is helping your group learn a new stroke technique. As you watch this older teammate work with the other kids in your group, you are feeling uncomfortable with the activity. As it gets closer to your turn, you are really nervous.

How do you tell the older swimmer that you are uncomfortable with the activity?

Safe Sport says: It's important that you know that you don't have to do anything that makes you uncomfortable or unsafe. You can say, "I'm going to pass. I've been watching, and I think I got it."

- Do you have to tell your coach?

Safe Sport says: It's a good idea to tell your coach if someone is making you feel uncomfortable.

- Wrap It Up:

Your body is yours! If someone is making you feel uncomfortable, speak up. If someone tells you that they don't want a hug, say, "I respect that." This video shows a great way to think about consent. It is geared for younger kids, but people of all ages can learn from it: <https://www.youtube.com/watch?v=h3nhM9U!jc>

*For Coaches: Always ask your athletes for consent before making contact for technique demonstration. ("Is it okay if I move your arms?" "Is it okay if I touch your shoulder?") If the swimmer says no, say, "I respect that" and find another way to demonstrate the technique. For more resources, visit www.usaswimming.org/toolkit or contact Safe Sport at (719) 866-4578 or SafeSport@usaswimming.org.