



USA Swimming Athlete Training

Facilitator Guide



Introduction:

Jumping straight into this training may be difficult without an introduction to the athletes. Briefly touching base on the following areas would be a great way to ease the athletes into the training. Below is a template of how to introduce the training.

Introduction and welcome to athletes

I'm Johnny Smith, the Safe Sport Coordinator for our LSC. I'm excited to be here today to talk to you about Safe Sport. First off, who has heard of Safe Sport? Can anyone share what they know about it?

This training is a part of the Safe Sport Program. The Safe Sport Program is USA Swimming's abuse prevention program, which focuses on the safety of athletes.

Our club is committed to the safety of our athletes. This training was developed just for you and we believe it is important to have you all participate in this training. All athletes, age appropriate of course, that join our team can participate in this training.

Acknowledge tough subject

This training addresses a tough subject and one that may be embarrassing or too much to handle. If you find yourself feeling upset, go ahead and step out and rejoin the group when you feel comfortable again. Also, the coaches are available after this training and at any time to speak with any of you that may want to do so out of this setting.

Format of the training

This training is going to be approximately an hour long. There are nine modules that we will watch, followed by scenarios that will be distributed for small and big group discussion time. We encourage everyone to participate, feel free to ask questions and know that there is no right or wrong answers.

Start the video

I will start the first video now and we will begin the training.

Session One



Play Video's 1-2 (4 min.)



Group discussion (5 min.)

Suggested Questions:

Q: Can you recall what the Safe Sport Program consists of?

A: Staying safe outside of the pool; making sure there is a safe environment for athletes. It has four main things; (1) USA Swimming policies (shows what is allowed and what is not allowed); (2) Online abuse prevention training for all non-athlete members like coaches and officials (shows them what is appropriate and not appropriate); (3) Online training for parents (what they can do if someone makes you uncomfortable); (4) Athlete training

Q: Why do you think it is important to have a program like this that addresses sexual abuse?

A: To support athletes; learn how to help yourself or a friend in an abusive situation; learn what is appropriate or not appropriate by an authority figure

Things you may hear from athletes and how to answer them: *These are common topics of conversation that the athletes may bring up. Below are suggestions for how you could answer.*

Q: Why do we need this training? This doesn't happen here and it seems really extreme.

A: It is great that you feel safe here on our team. However there are a lot of people that you all interact with on a daily basis. This training doesn't have to apply just to swimming and it is always good to be educated on how someone may violate your boundaries even without you knowing it or even how to help a friend that might confide in you what is happening to them. The truth is that 1 in 4 girls and 1 in 6 boys will be sexually abused by the time they are 18 and we believe it is important to educate you all the best we can to continue to keep you safe.

Session Two



Play Videos 3-6 (5 min)



Small group followed by whole group discussion (15 min)

Steps:

1. Split the athletes into groups of 4-6. It may work best to split them into groups by gender. Distribute 1-2 “Boundary” scenarios per group. The groups should not have the same scenarios. *NOTE: Blank Boundary scenarios for you to copy are in the appendix of this guide.*
2. Give them 8-10 minutes to discuss their scenarios and then come back together and go over as a whole group.
3. You read each scenario out loud and ask the groups with those scenarios to speak about what their thoughts were. Receiving feedback from additional groups would be appropriate as well. *NOTE: Facilitator Boundary scenarios are in the appendix of this guide. You will not hand these out to the athletes.*

Things you may hear from athletes and how to answer them:

Q: Sometimes I can't stretch on my own and I ask a coach to stretch or massage me. Is this ok?

A: As coaches it is not ok for us to be massaging athletes at any time.

Q: My coach is the one who helped me reach my goals. When we win a race or swim a best time are we not allowed to celebrate together?

A: No that is not the case at all. It is certainly appropriate for coaches to be able to celebrate with you; however there are appropriate ways to do that. Giving long lasting hugs or slaps on the bottom would not be appropriate. Rather high fives, cheers or quick hugs would be more fitting.

Additional topics for conversation: *If you have time or the conversation has been really productive with the athletes, you may want to ask additional questions to continue the conversation.*

Q: Take a few seconds and think about who you would go to if you felt someone was violating your boundaries. Can everyone think of someone that they would trust to go to? *Allow them to share out loud if they feel comfortable doing so.*

A: Parent, sibling, teacher, aunt, uncle, best friend, parent of a friend, coach etc.

Q: Why would you go to this person? What qualities does the person have that makes them who you would go to?

A: Trustworthy, non-judgmental, unconditional love, has experience in dealing with this topic, protective

Session Three



Play Video's 7-9 (6 min)



Small group followed by whole group discussion (15 min)

Steps:

1. Have the athletes split into the same small groups as before and distribute 1-2 “What Would You Do” scenarios to each group. The groups should not have the same scenarios. *NOTE: Blank What Would You Do? Scenarios for you to copy are in the appendix of this guide.*
2. Give them 8-10 minutes to discuss their scenarios and then come back together and go over as a whole group.
3. You read each scenario and ask the groups with those scenarios to speak about what their thoughts were. Receiving feedback from additional groups would be appropriate as well. *NOTE: Facilitator What Would You Do? Scenarios are in the appendix of this guide. You will not hand these out to the athletes.*

Things you may hear from athletes and how to answer them:

Q: These scenarios seem exaggerated; could people be this senseless to let this stuff happen?

A: These could seem made up and over the top however these are all variations of situations that the Safe Sport team has dealt with at National Headquarters.

Q: It seems pretty simple, why don't people just go to the police?

A: That is a great comment. It is always a great idea to go to law enforcement and we would certainly encourage that and do that if it was reported to us. However, there are many things that make reporting at all hard, especially to the police.

What do you all think would make reporting at all hard to do?

The adult is someone that you look up to a lot. The adult is someone that might try and get you in trouble or has threatened you. You are worried about how reporting might affect your swimming career. You don't think anyone will believe you because everyone thinks the adult is such a great person.

Conclusion

It is important to refocus everyone before you end the training. Touching base on the following areas offers some finality to the athletes and emphasizes the importance of the training.

Thank you for participating

We are going to finish up here and we wanted to thank you all for participating with us coaches in this training. We especially appreciate your willingness to begin having conversations with each other and us about the reality of how sexual abuse can exist in the unlikeliest of environments.

Take Action

It is important that we not forget about this topic and what we learned here today. It is our expectation that you all will leave here today and use the skills that you have learned to keep yourself and your friends safe.

Share what you learned today

It is my hope that you will share this information with your family, friends and other kids that you interact with. You could think of it as paying it forward and a way that you can demonstrate how you can have an impact in the initiative of creating a culture of safety. Does anyone have an idea of how they will share what they learned today with others?

Questions

We will stay after for a while to answer any specific questions.

Appendix

Please find included:

1. Boundary Scenarios (5) for small group discussion in Session 2 and Boundary Scenarios with notes for the Facilitator. Please note that there are two versions of “Scenario 2” because they are gender specific.
2. What Would You Do? Scenarios (5) for small group discussion in Session 3 and What Would You Do? Scenarios with notes for the Facilitator. Please note that there are two versions for What Would You Do? Scenarios 1 and 4 because they are gender specific.



Group Discussion: Boundaries

Scenario 1

Your shoulder has been bothering you ever since Christmas training. You have an appointment with the doctor scheduled for next week and until then you think maybe you should just kick during practice. Your coach tells you that she doesn't want you to miss that much workout and she can stretch it for you so you can swim.

Is this situation okay? Is it not okay?

What makes it okay?

What makes it not okay?

If you think it's not okay, what could be different to make the situation okay?



Group Discussion: Boundaries (Girls)

Scenario 2

Your boyfriend broke up with you over the weekend. Today at school you saw him flirting with his ex-girlfriend. By the time you get to practice on Monday afternoon, it's been a really bad day and your coach can tell. He takes you aside before practice and asks you if everything is okay. You tell him about the break up and say you're feeling pretty down but you think you'll feel better after practice. Later, after dinner, you get a text from your coach asking if you're feeling any better. He says your ex-boyfriend doesn't know what he's missing and that he'll bring you a fro-yo tomorrow at practice to make you feel better.

Is this situation okay? Is it not okay?

What makes it okay?

What makes it not okay?

If you think it's not okay, what could be different to make the situation okay?



Group Discussion: Boundaries (Boys)

Scenario 2

Your girlfriend broke up with you over the weekend. Today at school you saw her flirting with her ex-boyfriend. By the time you get to practice on Monday afternoon, it's been a really bad day and your coach can tell. She takes you aside before practice and asks you if everything is okay. You tell her about the break up and say you're feeling pretty down but you think you'll feel better after practice. Later, after dinner, you get a text from your coach asking if you're feeling any better. She says your ex-girlfriend doesn't know what she's missing and that she'll bring you a fro-yo tomorrow at practice to make you feel better.

Is this situation okay? Is it not okay?

What makes it okay?

What makes it not okay?

If you think it's not okay, what could be different to make the situation okay?



Group Discussion: Boundaries

Scenario 3

Your coach overhears everyone talking about Prom next weekend. At the end of practice, your coach asks you why you weren't joining the conversation. You say you don't have a date and you're not really into it but in reality you're pretty bummed out that you're not going. Your coach suggests that the two of you go see a movie after practice on Saturday instead of Prom to keep your mind off it.

Is this situation okay? Is it not okay?

What makes it okay?

What makes it not okay?

If you think it's not okay, what could be different to make the situation okay?



Group Discussion: Boundaries

Scenario 4

Prelims just ended and your team goes back to the hotel to rest before finals. You are all going to hang out in Jenny's room and watch a movie. When you get to Jenny's hotel room, there are six or seven people already in her room. Three of your teammates are lying on one of the beds, two of your teammates and your coach are lying on the other bed and one teammate is on the floor in between the two beds. Everyone is arguing about what movie to watch.

Is this situation okay? Is it not okay?

What makes it okay?

What makes it not okay?

If you think it's not okay, what could be different to make the situation okay?



Group Discussion: Boundaries

Scenario 5

You are in the Senior Group and your sister is in the Silver Group. Your group practices from 4:30-6:30 after school and your sister's group practices from 5-7. When practice is over, you usually sit in the stands on deck and wait for her. Sometimes your coach sits with you while you wait. You talk about swimming, school, and generally what's going on in your life.

Is this situation okay? Is it not okay?

What makes it okay?

What makes it not okay?

If you think it's not okay, what could be different to make the situation okay?



Facilitators Guide

Group Discussion: Boundaries

Scenario 1

Your shoulder has been bothering you ever since Christmas training. You have an appointment with the doctor scheduled for next week and until then you think maybe you should just kick during practice. Your coach tells you that she doesn't want you to miss that much workout and she can stretch it for you so you can swim.

Is this situation okay? Is it not okay?

Many times we get a split group that will say yes this is ok and no this isn't ok.

What makes it okay?

Athletes might say:

- *It is ok if the coach tells you exactly what they are going to do.*
- *It is ok if I ask the coach to stretch or massage me.*

What makes it not okay?

Athletes might say:

- *It is not ok because you didn't get a doctor's note, and you could cause more harm than good.*

If you think it's not okay, what could be different to make the situation okay?

You can point out to the athletes that there are specific rules that state a coach is never allowed to massage and athlete.

You can suggest that it is appropriate for coaches to teach athletes how to stretch each other.



Facilitators Guide

Group Discussion: Boundaries (Girls)

Scenario 2

Your boyfriend broke up with you over the weekend. Today at school you saw him flirting with his ex-girlfriend. By the time you get to practice on Monday afternoon, it's been a really bad day and your coach can tell. He takes you aside before practice and asks you if everything is okay. You tell him about the break up and say you're feeling pretty down but you think you'll feel better after practice. Later, after dinner, you get a text from your coach asking if you're feeling any better. He says your ex-boyfriend doesn't know what he's missing and that he'll bring you a fro-yo tomorrow at practice to make you feel better.

Is this situation okay? Is it not okay?

No this situation is not okay.

What makes it okay?

It is ok that the coach cares.

What makes it not okay?

What is not ok is the out of swimming texting and bringing gifts.

If you think it's not okay, what could be different to make the situation okay?

If the coach was just checking in to make sure you were ok that would be good. Instead of texting you that night, the coach could ask you the next morning if you were having a better day. It would also be more appropriate if the coach told your parents that you seemed upset or said that it could be good to talk to your parents or a friend.



Facilitators Guide

Group Discussion: Boundaries (Boys)

Scenario 2

Your girlfriend broke up with you over the weekend. Today at school you saw her flirting with her ex-boyfriend. By the time you get to practice on Monday afternoon, it's been a really bad day and your coach can tell. She takes you aside before practice and asks you if everything is okay. You tell her about the break up and say you're feeling pretty down but you think you'll feel better after practice. Later, after dinner, you get a text from your coach asking if you're feeling any better. She says your ex-girlfriend doesn't know what she's missing and that she'll bring you a fro-yo tomorrow at practice to make you feel better.

Is this situation okay? Is it not okay?

Same as above

What makes it okay?

What makes it not okay?

If you think it's not okay, what could be different to make the situation okay?



Facilitators Guide

Group Discussion: Boundaries

Scenario 3

Your coach overhears everyone talking about Prom next weekend. At the end of practice, your coach asks you why you weren't joining the conversation. You say you don't have a date and you're not really into it but in reality you're pretty bummed out that you're not going. Your coach suggests that the two of you go see a movie after practice on Saturday instead of Prom to keep your mind off it.

Is this situation okay? Is it not okay?

No this situation is not ok.

What makes it okay?

Nothing. Athletes may say it's okay if the coach is the same gender as the athlete or if the coach is close in age to the athlete. Point out that a coach is a coach, no matter of their age and gender, and it is not appropriate to be hanging out outside of the pool in a non-team sponsored event.

What makes it not okay?

It is not ok for the coach to suggest this one on one time.

If you think it's not okay, what could be different to make the situation okay?

It would be better if the coach suggested a team movie night.



Facilitators Guide

Group Discussion: Boundaries

Scenario 4

Prelims just ended and your team goes back to the hotel to rest before finals. You are all going to hang out in Jenny's room and watch a movie. When you get to Jenny's hotel room, there are six or seven people already in her room. Three of your teammates are lying on one of the beds, two of your teammates and your coach are lying on the other bed and one teammate is on the floor in between the two beds. Everyone is arguing about what movie to watch.

Is this situation okay? Is it not okay?

Some athletes will say yes and some will say no.

What makes it okay?

Athletes may say it is okay because there are many kids in the room and it is not just one on one.

What makes it not okay?

Athletes may say that this is not okay because the coach is on the bed or that a coach should never be in a room with athletes.

If you think it's not okay, what could be different to make the situation okay?

It may be ok if the door is open and the coach is on the floor or in a chair. It may not be ok unless the coach is not in the room at all.

This would be a great place to discuss your team's travel policies and what is acceptable and not acceptable not only by coaches but by other teammates. For instance: coaches are prohibited from sharing a room with an athlete or boys and girls are not allowed in the other gender's room.



Facilitators Guide

Group Discussion: Boundaries

Scenario 5

You are in the Senior Group and your sister is in the Silver Group. Your group practices from 4:30-6:30 after school and your sister's group practices from 5-7. When practice is over, you usually sit in the stands on deck and wait for her. Sometimes your coach sits with you while you wait. You talk about swimming, school, and generally what's going on in your life.

Is this situation okay? Is it not okay?

Most athletes will say this is ok.

What makes it okay?

They say it is okay because coaches are supposed to care about what is going on in your life. Also, they are talking in an open and observable area.

What makes it not okay?

If the coach only spent time talking with you like this it wouldn't be ok.

If you think it's not okay, what could be different to make the situation okay?

If the coach would do this for any athlete and isn't delving into real specifics of everything in your life then this situation would be ok.

Flip the question and ask the athletes if the situation would be okay if the coach is sharing intimate person details of his/her life.



What Would You Do? (Girls)

Scenario 1

You and your teammate are roommates at Sectionals. When you get back from finals she says she's going to the other girl's room to watch a movie. You're going to do a wake up swim so you decide to go to bed early. You don't hear her come back to the room and when you get up for your wake up swim, her bed is still made. You figure she just fell asleep in the other girls' room. You get ready to go to the pool and head out to the elevator. Down the hall you see your roommate come out of a room, see you, and dart back in to the room. A minute later the door opens again and your coach comes out of the same room.

What do you do?

What would be hard about reacting to this situation?



What Would You Do? (Boys)

Scenario 1

You and your teammate are roommates at Sectionals. When you get back from finals he says he's going to the other guy's room to watch a movie. You're going to do a wake up swim so you decide to go to bed early. You don't hear him come back to the room and when you get up for your wake up swim, his bed is still made. You figure he just crashed in the guy's room. You get ready to go to the pool and head out to the elevator. Down the hall you see your roommate come out of a room, see you, and dart back in to the room. A minute later the door opens again and your coach comes out of the same room.

What do you do?

What would be hard about reacting to this situation?



What Would You Do?

Scenario 2

A kid on the team keeps snapping your suit, in and out of the water. This makes you really uncomfortable and you've asked him to stop but he keeps doing it. You're starting to dread coming to practice because you know he's just going to start up again. He is the best swimmer on the team and his mom is always volunteering and helping out.

Who do you talk to? What do you say?

How do you hope adults will react in this situation?



What Would You Do?

Scenario 3

Your teammate tells you they have to tell you something but you have to promise not to tell anyone. He won't tell you unless you promise. You promise. He tells you that when he was younger, his parent's friend, John, used to touch him and do weird stuff to him. He says that John moved away a couple years ago but he's moving back. Your friend is worried that John will want to do the same weird stuff to his little brother. He says he doesn't know what to do. Your friend asked that you not tell a soul.

What do you do next?

Is it ok to tell someone even though your friend asked you not to?



What Would You Do? (Boys)

Scenario 4

After practice you go to the locker room to change. The guys are all crowded around your teammate looking at his phone. You are wondering what's going on when one of them says "Come over here, you have to see this – Nathan's girlfriend sent him naked pictures!"

Is this ok?

Who should you tell and how?

You don't want people to think that you were looking at the pictures.



What Would You Do? (Girls)

Scenario 4

You're waiting after practice for your little brother to get out of the locker room. He comes out and looks a little freaked out. In the car he tells you that when he went in the locker room after practice, the guys were all crowded around looking at someone's phone. He was wondering what's going on when one of them said "Come over here, you have to see this – Nathan's girlfriend sent him naked pictures!" Your brother isn't sure what to do and thinks if he tells he'll get in trouble for looking at the pictures and the rest of the guys will be mad at him.

What should you do?

Who should you tell and how?



What Would You Do?

Scenario 5

Your friend Mary and your coach get along really well. They are always joking around with each other before practice. If there are ever problems with the kids on the team, he talks to Mary first to find out what is going on. They are always texting each other. Mary says it's just about swimming stuff- he texts the other girls too.

A few days ago, Mary told you that your coach said some weird stuff on text, but it wasn't that big a deal and she didn't want to get him in trouble. You ask Mary what he said and she hands you her phone:

“If you were 18, I'd date you.”

“Can I tell you a secret? You are really beautiful.”

Hey, forget about what I just sent. I messed up and means to send that to someone else.”

What would you do now?

How would you tell someone about this?



Facilitators Guide

What Would You Do? (Girls)

Scenario 1

You and your teammate are roommates at Sectionals. When you get back from finals she says she's going to the other girl's room to watch a movie. You're going to do a wake up swim so you decide to go to bed early. You don't hear her come back to the room and when you get up for your wake up swim, her bed is still made. You figure she just fell asleep in the other girls' room. You get ready to go to the pool and head out to the elevator. Down the hall you see your roommate come out of a room, see you, and dart back in to the room. A minute later the door opens again and your coach comes out of the same room.

What do you do?

Tell someone; another coach, team manager or parent.

Athletes often say that they would ask their friend what was going on.

What would be hard about reacting to this situation?

Athletes say that reacting to this would be hard because you may not want to break your friend's trust of knowing or you wouldn't want to be the person that is jumping to conclusions. Also, they wouldn't want to get anyone in trouble and ruin things for the team.

It is important to acknowledge these concerns but be sure to express to the athletes that telling someone is the best thing to do.



Facilitators Guide

What Would You Do? (Boys)

Scenario 1

You and your teammate are roommates at Sectionals. When you get back from finals he says he's going to the other guy's room to watch a movie. You're going to do a wake up swim so you decide to go to bed early. You don't hear him come back to the room and when you get up for your wake up swim, his bed is still made. You figure he just crashed in the guy's room. You get ready to go to the pool and head out to the elevator. Down the hall you see your roommate come out of a room, see you, and dart back in to the room. A minute later the door opens again and your coach comes out of the same room.

What do you do?

Same as above

What would be hard about reacting to this situation?



Facilitators Guide

What Would You Do?

Scenario 2

A kid on the team keeps snapping your suit, in and out of the water. This makes you really uncomfortable and you've asked him to stop but he keeps doing it. You're starting to dread coming to practice because you know he's just going to start up again. He is the best swimmer on the team and his mom is always volunteering and helping out.

Who do you talk to? What do you say?

Talking to someone that you trust is a great way to start. Also, talking to someone that you think can help stop the situation is a good course of action. You would want to be sure to tell whoever you are talking to exactly how it is making you feel. This helps them understand how serious the situation is.

How do you hope adults will react in this situation?

Athletes hope that adults will take this seriously and take action to fixing the problem. Many times the answer they hear is "learn to deal with it because kids will be kids", and this doesn't address anything. It makes the athlete not want to say anything ever again.

It is important to assure the athletes that their concerns will be heard and dealt with in an appropriate and timely way.



Facilitators Guide

What Would You Do?

Scenario 3

Your teammate tells you they have to tell you something but you have to promise not to tell anyone. He won't tell you unless you promise. You promise. He tells you that when he was younger, his parent's friend, John, used to touch him and do weird stuff to him. He says that John moved away a couple years ago but he's moving back. Your friend is worried that John will want to do the same weird stuff to his little brother. He says he doesn't know what to do. Your friend asked that you not tell a soul.

What do you do next?

Most athletes will say that they would tell someone to get their friend and his brother some help. It is important to encourage the athletes to do just that in this situation. You can share with them that many times victims of abuse will tell a close friend first because that may be the only person they trust to actually get them help, even if they ask them not to tell anyone.

Is it ok to tell someone even though your friend asked you not to?

Most athletes will say yes it is ok to tell someone even though your friend asked you not to. As the facilitator you should continue to encourage this answer.



Facilitators Guide

What Would You Do? (Boys)

Scenario 4

After practice you go to the locker room to change. The guys are all crowded around your teammate looking at his phone. You are wondering what's going on when one of them says "Come over here, you have to see this – Nathan's girlfriend sent him naked pictures!"

Is this ok?

No this situation is not ok.

Who should you tell and how?

You should tell an adult as soon as possible. Even if embarrassed you should tell them exactly what the situation was.

Some athletes may not want to tell anyone because they don't want someone to think that they were looking at the pictures or even liked what they saw. You can acknowledge this with the athletes and let them know that telling someone is still the best thing to do.

You can share with the athletes that sending or receiving naked pictures of yourself or someone else can be a criminal offense. You can elaborate by sharing with them that kids can be charged with possession and/or distribution of child pornography for sending and/or receiving pictures like this.

Additionally, you could ask the group how many of them have heard a story like this from their school or elsewhere. Many athletes may have already been exposed to situations like this.

This is a great time to share with them that the best idea is not to share or participate in something that you wouldn't want to have to share with your parents.



Facilitators Guide

What Would You Do? (Girls)

Scenario 4

You're waiting after practice for your little brother to get out of the locker room. He comes out and looks a little freaked out. In the car he tells you that when he went in the locker room after practice, the guys were all crowded around looking at someone's phone. He was wondering what's going on when one of them said "Come over here, you have to see this – Nathan's girlfriend sent him naked pictures!" Your brother isn't sure what to do and thinks if he tells he'll get in trouble for looking at the pictures and the rest of the guys will be mad at him.

What should you do?

Same as above

Who should you tell and how?



Facilitators Guide

What Would You Do?

Scenario 5

Your friend Mary and your coach get along really well. They are always joking around with each other before practice. If there are ever problems with the kids on the team, he talks to Mary first to find out what is going on. They are always texting each other. Mary says it's just about swimming stuff- he texts the other girls too.

A few days ago, Mary told you that your coach said some weird stuff on text, but it wasn't that big a deal and she didn't want to get him in trouble. You ask Mary what he said and she hands you her phone:

“If you were 18, I'd date you.”

“Can I tell you a secret? You are really beautiful.”

Hey, forget about what I just sent. I messed up and meant to send that to someone else.”

What would you do now?

I would tell my friend that this is not normal and definitely weird.

I would tell them to tell the coach not to send stuff like that anymore.

I would tell my parents about the texting and ask them to say something to my friend's parents.

How would you tell someone about this?

Athletes will typically describe a situation like this as, just like in the scenario, weird. Encourage them to tell someone why this made them feel weird. Encouraging the athletes to say exactly what made them feel weird takes the pressure off of them and puts the accountability to the person who made them feel that way. Kids may think that it is just in their head when really the issue is the inappropriate behavior by the adult.