

Palos Orland Swim Association Bullying Policy

Bullying of any kind is unacceptable at POSA and will not be tolerated. Bullying is counterproductive to team spirit and can be devastating to a victim. The Club is committed to providing a safe, caring and friendly environment for all of our members. If bullying does occur, all athletes and parents should know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell a coach, board member or parent.

WHAT IS BULLYING? The USA Swimming Code of Conduct prohibits bullying. Generally, bullying is the use of aggression, whether intentional or not, which hurts another person. Bullying results in pain and distress. The USA Swimming Code of Conduct defines bullying in 304.3.7. Bullying is the 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, or a physical act or gesture, or any combination thereof, directed at any other member that to a reasonably objective person has the effect of:

- i. causing physical or emotional harm to the other member or damage to the other member's property;
- ii. placing the other member in reasonable fear of harm to himself/herself or of damage to his/her property;
- iii. creating a hostile environment for the other member at any USA Swimming activity;
- iv. infringing on the rights of the other member at any USA Swimming activity; or
- v. materially and substantially disrupting the training process or the orderly operation of any USA Swimming activity (which for the purposes of this section shall include, without limitation, practices, workouts and other events of a member club or LSC).

Reporting Procedures

An athlete who feels that he or she has been bullied is asked to do one or more of the following things:

- Talk to your parents;
- Talk to a Coach or Board Member;
- Write a letter or email to the Club Coach or Board Member;
- Make a report to the USA Swimming Safe Sport staff.

There is no express time limit for initiating a complaint under this procedure, but every effort should be made to bring the complaint to the attention of the appropriate club leadership as soon as possible to make sure that memories are fresh and behavior can be accurately recalled and the bullying behavior can be stopped as soon as possible.

How We Handle Bullying

If bullying is occurring at our club or it is reported to be occurring at our club, we address the bullying by:

- finding out what happened
- talking to all that are involved

- determine if the behavior was bullying - There are many behaviors that look like bullying but require different approaches. It is important to determine whether the situation is bullying or something else.

Disciplinary Actions Against Bullying Behavior

- 1st Incident - Talking with both the athlete and parents that are involved. Documenting the incident.
- 2nd Incident – Suspension from the team, including practice and all meets, up to 2 weeks.
- 3rd Incident – Suspension from the team the rest of the season.

**The documented incidents will remain throughout the athlete's membership at POSA, it will not be removed at the end of a season.*