

Grievance Procedure for Nu Wave Swim Club

Purpose:

Your safety is paramount to Nu Wave Swim Club and USA Swimming. If you experience or witness actions or events that concern you or make you feel uncomfortable, it is important to talk to someone about it. This document outlines the processes where a swimmer, parent, or coach can bring forward a complaint or concern.

Who to Contact:

If you have a concern relating to bullying, parent issues, unfair treatment, or violations of the Swimmer, Parent, or Coach Code of Conduct, please reach out to Coach Sarah at nuwaveslidell@gmail.com.

If your concern relates to inappropriate behavior or activity that includes, but is not limited to, the following:

- Criminal Activity
- Use, sale, or distribution of illegal drugs
- Physical abuse
- Inappropriate touching
- Coaches sharing hotel rooms with athletes
- Rubdowns or massages performed by coaches
- Pictures and/or videos taken in locker rooms or changing areas
- Violations of USA Swimming's Minor Athlete Abuse Prevention Policy (MAAPP)

Please report the incident immediately to SafeSport. You can reach out to Louisiana Swimming's SafeSport coordinator, John Jantzen, at jjanszen@ymcanwla.org or USA Swimming SafeSport Director Abigail Howard at ahoward@usaswimming.org. Anonymous reporting can be completed [here](#).

If your concern relates to sexual misconduct, sexual harassment, or sexually explicit communication through any media, please contact the U.S. Center for SafeSport to make a report immediately. You can [report your concern online](#) or call 720-524-5640. More information can be found at www.safesport.org. Certain people are **REQUIRED** to report misconduct, and information on mandatory reporting requirements can be found [here](#). If you need guidance, please contact our SafeSport Coordinator, Coach Sarah.

Any concerns dealing with deception or recruiting should be directed to the Southern Zone Board of

Review at dwilliamsonses@gmail.com. Information on the Southern Zone Board of Review can be found [here](#).

Grievance Procedure Revised June 2019

Procedures

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Coaches, swimmers, and parents are encouraged to talk with each other to resolve their issues. However, if this isn't possible, members of Nu Wave Swim Club should know how to file a grievance:

- Swimmers or parents who have a grievance with another swimmer, parent, assistant coach, or official should contact Coach Sarah in writing within two weeks of the date of occurrence. Coach Sarah will discuss the problem in a timely and confidential manner. All information will be gathered regarding the situation, which may involve sit-down meetings with all those involved and any witnesses. Decisions will be made within two weeks of notification. Disciplinary action that may be required is explained in more detail in the Swimmer, Parent, and Coach Codes of Conduct.
 - For bullying concerns, please also see the Nu Wave Swim Club's Action Plan to Address Bullying.
- If you are not satisfied with the decision reached by Coach Sarah (or if a decision is not rendered in the time frame discussed above), you must refer the matter to the President of the Nu Wave Swim Club Board of Directors, Angele Thionville, at athionville@cox.net within three working days of notification of Coach Sarah's decision (or the end of the time frame discussed above). The President will meet with Coach Sarah, and you will be notified of their decision.
- Any complaints about Coach Sarah should be referred to the President of the Nu Wave, Angele Thionville, within two weeks of the date of occurrence. The Assistant Director will discuss the problem with you in a timely and confidential manner. All information will be gathered regarding the situation, which may involve sit-down meetings with all those involved and any witnesses. Decisions will be made within two weeks of notification. Disciplinary action that may be required is outlined in the Nu Wave Employee Handbook.