

Hudson Explorers Aquatic Team (“HEAT”) Anti-Bullying Policy

PURPOSE

To define bullying and to inform all swimmers, parents and coaching staff of the reporting procedure and the protocol that will be followed if bullying is reported or suspected.

Section 1. Prohibition on Bullying

Bullying is strictly prohibited and will not be tolerated. Any athlete found to have bullied another athlete may be disciplined up to and including removal from the team.

Section 2. Definition of Bullying

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 (regardless of the method of transmission), 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:

- a. causing physical or emotional harm to the other member or damage to the other member’s property;
- b. placing the other member in reasonable fear of harm to himself/herself or of damage to his/her property;
- c. creating a hostile environment for the other member at any USA Swimming activity;
- d. infringing on the rights of the other member at any USA Swimming activity; or
- e. materially and substantially disrupting the training process or the orderly operation of any USA Swimming activity including, but not limited to practices, workouts and other events of a member club or LSC.

Section 3. Reporting Procedure

Reports of bullying shall be made to one of the following:

- a. A HEAT coach,
- b. A HEAT Parent Council member
- c. 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 report the behavior to one of the above as soon as possible to make sure that memories are fresh, behavior can be accurately recalled and the bullying behavior can be stopped as soon as possible.

If a member of the coaching staff witnesses an act of bullying during team related activities, such coach shall intervene immediately and report the behavior to the Head Coach.

If bullying is reported or suspected, an investigation by the Head Coach or designee shall commence as soon as practicable.

The investigation process shall include gathering information from those involved, those that witnessed the reported behavior or those with information regarding how the reported behavior has affected the athlete being bullied, including, but not limited to athletes, parents, and coaches.

Once the investigation is complete, the findings shall be communicated to those athletes involved, the parents or guardians of those athletes and all HEAT coaches. If it is determined that bullying did occur, the Head Coach shall provide an action plan to address the bullying. This action plan shall be communicated to those athletes involved, the parents or guardians of those athletes and all HEAT coaches. This action plan shall be continually monitored to ensure the bullying behavior ceases.