



## **POLICIES and CODE of CONDUCTS**

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## MINOR ATHLETE ABUSE PREVENTION POLICY (MAAPP)

**Purpose:** USA Swimming and LESD are committed to safeguarding the well-being of all of its members, with the welfare of its athlete members as the top priority. This Minor Athlete Abuse Prevention Policy (MAAPP) must be reviewed and agreed to in writing by all athletes, coaches, and other non-athlete members of member clubs on an annual basis with such written agreement to be retained by the club.

[Click here](#) to view the Minor Athlete Abuse Prevention Policy for LESD

[Click here to view MAAPP 101.](#) Remember all athletes 18 & over must complete Athlete Protection Training (APT) Training every year. Athletes 18 & over must complete all 3 courses AND the survey. [Click here](#) to get for more information and to complete the courses.

[Click here](#) to acknowledge that you have read and understand MAAPP. [Click here](#) to email your completed acknowledgement.

All LESD families MUST review the MAAPP information above, sign and send in the acknowledgement form an annual basis.

All LESD swimmers 18 years of age or older must complete the Athlete Protection Training above on an annual basis.



## LESD ACTION PLAN TO ADDRESS BULLYING

**Purpose:** USA Swimming and LESD are committed to safeguarding the well-being of all of its members, with the welfare of its athlete members as the top priority. 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. Bullying is unacceptable at the Lake Erie Silver Dolphins Swim Club (“LESD” or “Club”) and will not be tolerated. Bullying is harmful to team spirit and can be devastating to a victim. LESD is committed to providing a safe, caring and friendly environment for all of its members. If bullying does occur, all members of LESD should know that it will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell a coach or staff member.

**Anti-Bullying Policy and Action Plan:** The objectives of LESD’s anti-bullying policy and action plan are:

- To make it clear that LESD will not tolerate bullying in any form;
- To give coaches, staff, parents and swimmers an understanding of what bullying is.
- To make it known to all parents, swimmers and coaching staff that there is a policy and protocol should any bullying issues arise.
- To make the process for reporting bullying clear and understandable.
- To make it known that LESD takes bullying seriously and that swimmers and parents can be comfortable knowing they will be supported when bullying is reported.

**What is Bullying?** The [USA Swimming Code of Conduct](#) (Article 304) defines bullying as 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:

- 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 Procedure:** 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 LESD coach;
- Write a letter or email to the LESD Head Coach, or another designated individual;
- Make a safe sport claim to the [LESD Safe Sport Coordinator](#);
- Make a report to the [USA Swimming Safe Sport staff](#).

There is no set time limit for initiating a complaint under this procedure, but every reasonable effort should be made to bring the complaint to the attention of the appropriate person at LESD as soon as possible so that memories are fresh, behavior can be accurately recalled, and bullying behavior can be stopped as soon as possible.

**How We Handle Bullying:** If bullying is occurring during team-related activities, we **STOP BULLYING ON THE SPOT** using the following steps:

- Intervene immediately. It is acceptable to find another adult to help.
- Separate the children involved.
- Make sure everyone is safe.
- Identify and, if reasonable to do so, address any immediate medical or mental health needs.
- Stay calm. Reassure the children, including bystanders.
- Be a model of respectful behavior when you intervene.

If bullying is occurring or is reported to be occurring, LESD will address the bullying by **FINDING OUT WHAT HAPPENED** and **SUPPORTING THE CHILDREN INVOLVED** as follows:

1. First, we get the facts.
  - a. Keep the involved children separated.
  - b. Get the story from several sources - children and adults.
  - c. Listen; do not blame.
  - d. Don't label the behavior "bullying" while you are trying to learn what happened.
2. Then, we determine if it's 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.
  - a. Review the USA Swimming definition of bullying.
  - b. To determine if the behavior is bullying or something else, consider the following questions:
    - What is the history between the kids involved?
    - Have there been past conflicts?
    - Is there a power imbalance? Remember that a power imbalance is not limited to physical strength. It is sometimes not easily recognized. If the targeted child feels like there is a power imbalance, there probably is.
    - Has this happened before?

- Is the child worried it will happen again?
- c. Remember that it may not matter “who started it.” Some children who are bullied may be seen as annoying or provoking, but this does not excuse any bullying behavior.
  - d. Once you determine the situation may be bullying, support all of the children involved.
  - e. Collect all available information. It may be difficult to get the full story, especially if multiple parties are involved or the bullying involves social bullying or cyber bullying.
3. Support the children who are being bullied.
    - a. Listen and focus on the child. Learn what’s been going on and show you want to help. Assure the child that bullying is not their fault.
    - b. Work together to resolve the situation and protect the bullied child. The child, parents, and fellow team members and coaches may all have valuable input. It may help to:
      - Ask the child being bullied what can be done to make him or her feel safe. Changes to routine should be minimized. He or she is not at fault and should not be singled out. For example, consider rearranging lane assignments for everyone. If bigger moves are necessary, such as switching practice groups, the child who is bullied should not be forced to change.
      - Develop a game plan. Maintain open communication between the Club and parents. Discuss the steps that will be taken and how bullying will be addressed going forward.
    - c. Be persistent. Bullying may not end overnight. Commit to making it stop and consistently support the bullied child.
  4. Address bullying behavior
    - a. Young people who bully must learn their behavior is wrong and harms others. Make sure the child knows what the problem behavior is.
    - b. Show that bullying is taken seriously. Calmly explain that bullying will not be tolerated. Use respectful behavior when addressing the problem.
    - c. Work with the child to understand the reasons for the bullying. For example:
      - Sometimes children bully to fit in or to make fun of someone a little different from them. In other words, insecurity.
      - Other times kids act out because of something else - issues at home, abuse, stress. They also may have been bullied. These children may need additional support.
    - d. Involve the bullying child in repairing the situation. The goal is to help them see how their actions affect others. For example, the child can:
      - Write a letter of apology.
      - Do a good deed for the person who was bullied, for the team, or for others in the community.
      - Clean up, repair, or pay for any property they damaged.
    - e. Avoid strategies that don’t work or have negative consequences:
      - Zero tolerance or “three strikes, you’re out” strategies aren’t effective.

- Suspending or removing a children that bully does not reduce bullying.
  - Swimmers may be less likely to report and address bullying if suspension or getting kicked off the team is the consequence.
  - Conflict resolution and peer mediation don't work for bullying. Bullying is not a conflict between people of equal power who share equal blame. Facing those who have bullied may further upset kids who have been bullied.
- f. Follow-up. After the bullying issue is resolved, continue finding ways to help the child who bullied to understand how what they do affects other people. For example, praise acts of kindness or talk about what it means to be a good teammate.
5. Support bystanders who witness bullying. Kids that witness bullying typically want to help, but don't know how. Fortunately, there are a few simple, safe ways that athletes can help stop bullying when they see it happening.
- a. Be a friend to the person being bullied;
  - b. Tell a trusted adult – your parent, coach, or club board member;
  - c. Help the kid being bullied get away from the situation. Create a distraction, focus the attention on something else, or offer a way for the target to get out of the situation. "Let's go, practice is about to start."
  - d. Set a good example by not bullying others.
  - e. Don't give the bully an audience. Bullies are encouraged by the attention they get from bystanders. If you do nothing else, just walk away.

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## LESD ELECTRONIC COMMUNICATION POLICY

**Purpose:** The Lake Erie Silver Dolphins Swim Club (“LESD” or “Club”) recognizes the prevalence of electronic communication and social media in today’s world. Many of our swimmers use these means as a primary method of communication. While LESD acknowledges the value of these methods of communication, LESD also realizes that there are risks to be considered when adults use these methods to communicate with minors.

**General Content:** All communications between a coach or other adult and an athlete must be professional in nature and for the purpose of communicating information about team activities. The content and intent of all electronic communications must adhere to the USA Swimming Code of Conduct regarding Athlete Protection. For example, as with any communication with an athlete, electronic communication should not contain or relate to any of the following:

- drugs or alcohol use;
- sexually oriented conversation, and sexually explicit language;
- the adult’s personal life, social activities, relationship or family issues, or personal problems; and
- inappropriate or sexually explicit pictures.

**Note:** Any communication concerning an athlete's personal life, social activities, relationship or family issues or personal problems must be transparent, accessible and professional.

Athletes, coaches, board members and parents should use the following guiding principle for communication: Ask, “is this communication something that someone else would find appropriate or acceptable in a face-to-face meeting?” or “Is this something you would be comfortable saying out loud to the intended recipient of your communication in front of the intended recipient’s parents, the coaching staff, the board, or other athletes?” With respect to electronic communications, a simple test that can be used in most cases is whether the electronic communication with swimmers is **T**ransparent, **A**ccessible and **P**rofessional.

**Transparent:** All electronic communication between coaches and athletes should be transparent. Your communication should not only be clear and direct, but also free of hidden meanings, innuendo and expectations.

**Accessible:** All electronic communication between coaches and athletes should be considered a matter of record and part of the Club’s records. Whenever possible, include another coach or parent in the communication so that there is no question regarding accessibility.

**Professional:** All electronic communication between a coach and an athlete should be conducted professionally as a representative of the Club. This

includes word choices, tone, grammar, and subject matter that model the standards and integrity of a staff member.

### **Facebook, Twitter, Blogs, and Similar Sites**

LESD may maintain an [official Facebook page](#) that athletes and their parents can “friend” for information and updates on team-related matters. Coaches may have personal Facebook (or other social media site) pages, but they are not permitted to have any athlete member of LESD join their personal page as a “friend.” A coach should not accept a “friend” request from an athlete. In addition, the coach should remind the athlete that this is not permitted. Coaches and athletes are not permitted to “private message” each other through Facebook or other social media application. Coaches and athletes are not permitted to “message” each other, Facebook chat or use any IM methods. Coaches are encouraged to set their pages to “private” to prevent athletes from accessing the coach’s personal information.

### **Twitter**

LESD may maintain an official Twitter page that coaches, athletes and parents can follow for information and updates on team-related matters. Subject to the general guidelines mentioned above, coaches may maintain a personal Twitter account, however, coaches and athletes are not permitted to “direct message” each other through Twitter. Communication should be professional, and consistent with the LESD Communication Policy.

### **Texting**

Subject to the general guidelines mentioned above, texting is allowed between coaches and athletes during the hours from 8am until 8pm.\* Texting only shall be used for the purpose of communicating information directly related to team activities. Communication should be professional, and consistent with the LESD Electronic Communication Policy.

### **Email**

Athletes and coaches may use email to communicate between the hours of 8am and 8pm.\* When communicating with an athlete through email, a parent, another coach, or a board member must also be copied. Communication should be professional, and consistent with the LESD Communication Policy.

### **Request to Discontinue All Electronic Communications**

The parents or guardians of an athlete may [request in writing](#) that their child not be contacted by coaches through any form of electronic communication.\*

*\* Unless message or email concerns a practice cancellation, pool closure, or illness.*

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## LESD TEAM TRAVEL POLICY

All representatives of the Lake Erie Silver Dolphins Swim Club (“LESD” or “Club”), and by extension, Lake Erie Swimming, Inc. (“LESI”), and USA Swimming, will comply with the following guidelines:

1. All Team Travel will adhere to the [Minor Athlete Abuse Prevention Policy](#);
2. The possession or use of alcohol, tobacco products or controlled substances by any athlete is prohibited;
3. Curfews established by the coach(es) are adhered to each day;
4. When only one Applicable Adult and one minor athlete travel to a competition, the minor athlete’s legal guardian must provide written permission in advance and for each competition for the minor athlete to travel alone with said Applicable Adult;
5. Team members and staff will attend all Club functions including meetings, warm-ups, practices, competitions, meals, etc., unless otherwise excused or instructed by the coach of record;
6. Team members will comply with USA Swimming uniform requirements and will wear LESD team apparel at the meet and on the awards podium;
7. There will be no male athletes in female athletes’ rooms, and no female athletes in male athletes’ rooms;
8. Team members and staff will refrain from any illegal or inappropriate behavior that would detract from a positive image of the LESD, LESI or USA Swimming or be detrimental to any of their respective performance objectives;
9. Team members will display proper respect and sportsmanship toward coaches, officials, administrators, fellow competitors and the public;
10. All Club members will comply with Article 305 of the USA Swimming Rules and Regulations; and
11. Any additional team guidelines will be established as needed by the coach of record.

Failure to comply with the LESD Team Travel Policy set forth herein may result in disciplinary action. Such discipline may include, but is not limited to:

- Dismissal from the team/immediate return home (paid by swimmer);
- Disqualification from one or more events, or all events of competition;
- Disqualification from future LESD travel; and
- Financial penalties (return from meet, lost entries, etc.).



## **LESD GENERAL BEHAVIOR GUIDLEINES**

The following behavior guidelines set forth principles that the Lake Erie Silver Dolphins Swim Club (“LESD”) expects all members (swimmers, coaches, parents) to demonstrate and uphold. These guidelines remind us, especially in the midst of competition, of why we are involved in youth sports.

1. Try to make every team activity serve as training for life.
2. Respect swim officials and always assume their decisions are based on honest, objective evaluations of performance. Only coaches may approach meet officials for clarification of rulings.
3. Promote good sportsmanship, be an example, and help others to do the same. Members of LESD are expected to act gracefully in victory, act graciously in defeat, and congratulate their opponents in either case.
4. Help the coaches conduct effective practices by being prepared, bringing the proper equipment, and by arriving and leaving on time.
5. Be prepared for meets and arrive in time for check in, stretching and warm-ups.
6. Do not talk with or “coach” swimmers during practices unless you get permission from your coach first.
7. Opposing teams, swimmers, coaches and fans, want the same positive experiences for their swimmers as we do. Help LESD achieve its goals by avoiding criticism either verbally or by gesture. Look for opportunities to build rapport with teams that we compete and work with.
8. Know and adhere to LESD’s rules and policies and coach directives, they are designed to maximize the experience for all.
9. Swimmers become easily confused when coached by parents, they benefit most from positive reinforcement and advice of LESD’s professional coaching staff. Your unconditional love and support will help them best.
10. Support LESD’s professional coaches as they work to do what is best for each LESD swimmer. LESD’s expectations and methods are based on USA Swimming, the American Swim Coaches Association, other recognized swimming authorities, and a long-standing history of excellence.
11. Maintain open and honest communication among all members of LESD. We work best when we all work together.
12. Refrain from illegal or inappropriate behavior that detracts from a positive image of the team or is counter to our performance goals.

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## LESD COACH CODE OF CONDUCT

The purpose of this code of conduct for coaches is to establish common expectations for all members of the Lake Erie Silver Dolphins Swim Club (“LESD”) coaching staff. It is to be used as a guide to promote a positive team environment and good sportsmanship.

- Adhere to USA Swimming’s rules and code of conduct at all times;
- Be an example of respect and sportsmanship for participants and fans to follow;
- Act and dress with professionalism and dignity in a manner suitable to professional coaching;
- Respect officials and their judgment and abide by the rules of the event;
- Treat opposing coaches, participants and spectators with respect;
- Instruct participants in sportsmanship and demand that they display good sportsmanship;
- Coach in a positive manner and do not use derogatory comments or abusive language;
- Win with humility and lose with dignity;
- Treat every athlete fairly, justly, impartially, intelligently and with sensitivity;
- Always place the well-being, health and safety of swimmers above all other considerations, including developing performance;
- Continue to seek and maintain your own professional development in all areas in relation to coaching and teaching children; and
- Always maintain a professional separation between coach and athlete.

Any complaints of a coach violating this code of conduct will be brought to the attention of LESD’s Head Coach or an appropriate member of the LESD administrative staff and dealt with accordingly (including, but not limited to, taking disciplinary action).

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## **LESD ATHLETE CODE OF CONDUCT**

The purpose of this code of conduct for athletes is to establish a consistent expectation for athletes' behavior. Lake Erie Silver Dolphins Swim Club ("LESD") swimmers will:

- obey and follow all of USA Swimming's Rules, Code of Conduct, and Minor Athlete Abuse Prevention Policies;
- obey and follow all of Lake Erie Swimming Inc.'s rules and codes of conduct;
- obey and follow all of LESD's rules and codes of conduct;
- respect and show courtesy to teammates and coaches at all times;
- demonstrate good sportsmanship at all practices and meets;
- set a good example of behavior and work ethic for younger teammates;
- be respectful of teammates' feelings and personal space; swimmers who exhibit sexist, racist, homophobic or otherwise inappropriate behavior will be faced with consequences;
- attend all team meetings and training sessions, unless excused by a coach;
- show respect for all facilities and other property (including locker rooms) used during practices, competitions, and team activities;
- talk with an LESD coach and not approach the official directly if not in agreement with an official's call; and
- refrain from foul language, violence and behavior deemed dishonest, offensive or illegal.

Any complaints of an LESD swimmer violating this code of conduct will be brought to the attention of LESD's Head Coach or an appropriate member of the LESD administrative staff and dealt with accordingly (including, but not limited to, taking disciplinary action).

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## **LESD PARENT CODE OF CONDUCT**

The purpose of this code of conduct for parents is to establish a consistent expectation for behavior by Lake Erie Silver Dolphins Swim Club (“LESD”) parents. Parents/guardians (“LESD Parents”) should understand the important growth and developmental support that their child’s participation fosters. LESD Parents should also understand that it is essential to provide the LESD coaching staff with respect and the authority to coach the team. LESD Parents will:

- set the right example by demonstrating sportsmanship and showing respect and common courtesy to the team members, coaches, competitors, officials and parents, at all times and at all facilities;
- get involved by volunteering, observing practices, cheering at meets, and talking with their child and their child’s coach about their progress;
- refrain from coaching from the stands during practices or meets;
- understand that criticizing, name-calling, use of abusive language or gestures directed toward coaches, officials, volunteers and/or any participating swimmer will not be tolerated;
- respect the integrity of meet officials; and
- direct concerns first to LESD’s Head Coach; then, if not satisfied, to the appropriate member of the LESD administrative staff.

Any complaints of an LESD Parent violating this code of conduct will be brought to the attention of LESD’s Head Coach or an appropriate member of the LESD administrative staff and dealt with accordingly (including, but not limited to, taking disciplinary action).

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## LESD PHOTOGRAPHY & VIDEO POLICY

**Purpose:** There has been much talk about whether it is safe to have images taken of children participating in sports. While the great majority of images are appropriate and are taken in good faith, it is a fact that images can be misused and children can be put at risk if common-sense procedures are not observed. The Lake Erie Silver Dolphins Swim Club ("LESD") cares deeply about the privacy of all members while highlighting accomplishments and team bonding through each season.

1. The publishing of a photograph of swimmer under 18 either or video recording (including video streaming) of swimming training, competitions, or team activities in any team marketing ("publication") should only be done with parents' consent per the waiver in registration as it states;
  - a. PERMISSION TO USE THE CHILD(S) IMAGE. The Parent/Guardian permits Lake Erie Silver Dolphins to use the photographic and/or video graphic image or likeness of the swimmer(s) in the teams publications, news, marketing, social media and promotional materials and these images may appear in any of the wide variety of media formats including, but not limited to, print, broadcast, videotape, CD/DVD, and electronic/online media.
  
2. A parent or guardian has a right of refuse to have children photographed. The exercise of this right of refusal cannot be used as grounds for refusing entry into a swimming competition. Therefore, any photo that may go to press or on a notice board, be it through a member of the club or official photographer, should receive parental consent before publishing/displaying the photo, preferably in writing. A suggested form allowing parents to indicate refusal of consent is to follow.

In the case of open meets and other competitions where the host club has an official photographer present, all parents attending should be made aware of this in your meet information. If photos are to be published anywhere, the individual parent should be given the opportunity to withhold their consent. Their right to do so should be specifically drawn to their attention.

All photographs must observe generally accepted standards of decency in particular;

- Action shots should be a celebration of the sporting activity and not a sexualized image in a sporting context.
- Action shots should not be taken or retained where the photograph reveals a torn or displaced swimsuit.
- Photographs should not be taken from behind swimming blocks at the start of a race or exhibit a child climbing out of the swimming pool.
- Photographs should not be taken in locker-rooms or bathrooms.

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# LESD GENDER DIVERSE MINOR ATHLETES POLICY

## Definitions: Provided by USA Swimming

- Transgender: a broad term that can be used to describe people whose gender identity is different from the gender they were thought to be when they were born.
- Gender identity: a person's internal knowledge of their gender.
- Gender expression: how a person presents their gender on the outside, often through behavior, clothing, hairstyle, voice or body characteristic.
- Sex: The classification of a person as male or female based on what our bodies look like at birth.
- Gender Diverse: equitable or fair representation between genders, most commonly the ratio of men and women and may also include non-binary gender categories.

**Purpose:** The Lake Erie Silver Dolphins Swim Club ("LESD") believes a minor transgender athlete member of a swim club should be allowed to participate in accordance with his/her/their gender identity, irrespective of the sex listed on the athlete's birth certificate or other records and regardless of whether the athlete has undergone any medical procedure.

This means an athlete who is biologically female but identifies as a boy/man should be allowed to participate in men's events and an athlete who is biologically male but identifies as a girl/woman should be allowed to participate in women's events.

All representatives of the Lake Erie Silver Dolphins Swim Club ("LESD" or "Club"), and by extension, Lake Erie Swimming, Inc. ("LESI"), and USA Swimming, will comply with the following guidelines:

1. When a current minor member athlete transitions and wishes to compete in his/her/their gender identity, the athlete or his/her/their designee should request a change of the athlete's gender in SWIMS by contacting Diversity & Inclusion staff at USA Swimming at [inclusion@usaswimming.org](mailto:inclusion@usaswimming.org). Once this process is completed, the athlete will be able to be entered and compete in events that match his/her/their gender identity.
2. At all times, teammates, coaches, and all others should respect the confidentiality of an athlete. Discussion or disclosure of an individual's gender identity should only take place after expressed permission is given by the individual or the individual's parent or another designee.
3. In all cases, teammates, coaches, and all others should refer to an athlete by the name and pronoun they go by.
4. An athlete should be able to use the locker rooms, changing facility, and restroom that is consistent with his/her/their gender identity. When requested and/or where available, an athlete should be provided access to a gender-neutral bathroom or changing facility (i.e., family restroom, gender neutral bathroom).

5. When overnight travel is involved, an athlete should be assigned to share a hotel room based on his/her/their gender identity. An athlete who requests extra privacy should be accommodated whenever possible.
6. An athlete should be permitted to dress consistently with his/her/their gender identity, including warm-ups and team gear.
7. Per USA Swimming's Rule Book in article 102.8.1 B "In swimming competitions, the swimmer must wear only one swimsuit in one or two pieces, except as provided in 205.10.1. All swimsuits shall be made from textile materials. For men, the swimsuit shall not extend above the navel nor below the knees, and for women, shall not cover the neck, extend past the shoulder, nor extend below the knee" Any athlete requesting a deviation from this policy must submit a swimsuit waiver to the Chair of Rules and Regulations Committee. The current Chair is Clark Hammond (ruleregs@gmail.com). No exemption to the swimsuit rule will be made that gives a swimmer a competitive advantage (i.e. tech suits). It is important for all members to be aware of relevant state laws with regards to appropriate coverage.
8. Meet Directors and Club Leadership should identify and publicize available gender-neutral bathroom and changing room options at the host facility for meets and practice. Where possible, include information about availability and location of gender-neutral facilities in meet information and on the club's website.
9. Meet Directors and Club Leadership should be aware of and abide by the relevant state and local laws and the rules of the host facility for meets and practice.
10. Clubs should provide training to their staff and regular volunteers regarding their responsibilities to prevent, identify, and respond to bullying, harassment, and discrimination. Such topics should include terms and concepts of gender identity and expression and bystander intervention strategies related to bullying. Contact USA Swimming Diversity & Inclusion staff for training program recommendations.

The US Center for Safe Sport and USA Swimming prohibit discrimination against any member or participant on the basis of gender, sexual orientation, gender expression and gender identity is prohibited (304.3.3). In the event that a question should arise about whether an athlete's request to participate in a manner consistent with his/her/their gender identity is bona fide, USA Swimming will refer to the Code of Conduct and follow its standard procedures of enforcement.

### **Additional Resources**

[Trans\\*Athlete](#): a resource for students, athletes, coaches, and administrators to find information about transgender inclusion in athletics at various levels of play.

[NCAA Inclusion of Transgender Student-Athletes](#)

[National Center for Transgender Equality](#)

[GLAAD Reference Guide \(updated 2016\)](#)

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