

Anti-Bullying Policy

HAC is committed to providing a friendly and safe environment for all of our swimmers. Bullying of any kind is unacceptable and will not be tolerated. This Policy shall apply to all behavior by swimmers occurring during or at an activity or function that is associated with HAC, including, but not limited to: swim practice, swim meets, team trips, team outings, or individual group outings. It also addresses and applies to behavior by members of HAC occurring outside of club activities or functions.

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.

Definition

Bullying is the severe or repeated use by one or more swimmers 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 person, that to a reasonably objective person has the effect of:

- causing physical or emotional harm to the other person or damage to the other person's property;
- placing the other person in reasonable fear of harm to himself/herself or of damage to his/her property;
- creating a hostile environment for the person;

This includes but is not limited to hitting, pushing, kicking, pinching or restraining through physical contact, threatening, taunting, teasing or name calling, making faces or dirty gestures, or intentionally excluding someone from a group (in person or through any type of social media).

Responsibilities

HAC swimmers are expected to:

- Treat all other swimmers with respect and not engage in bullying;
- Immediately report any incident of bullying to a Coach or his or her parents.

Coaches are expected to:

- Treat all swimmers with respect and avoid the use of sarcasm or ridicule;
- Address incidents quickly and effectively.

Parents are expected to:

- Treat all swimmers, coaches and other parents with respect;
- Promptly contact the Head Coach or Board President if a swimmer is being bullied or is a bully.

Procedure

Upon receiving a complaint of bullying, the Head Coach and Board President will confer. The Head Coach and/or Board President will investigate the complaint as appropriate under the circumstances and depending upon the results of the investigation and the seriousness of the occurrence, may:

- Take no action;

- Notify the parents of the bully of the incident and issue a verbal warning;
- Issue a formal written warning to the bully and his parents; or
- Invoke HAC's Disciplinary Policy (which can result in suspension or expulsion of a swimmer).