



Atlantis Swimming Grievance Policy

Atlantis Swimming expects excellence from its coaches, club leadership, parents and swimmers. Atlantis Swimming is committed to excellence and safety. Individuals or groups must be held accountable for behaviors, words and actions that do not represent the values and conduct expected by USA swimming and Atlantis families. Atlantis Grievance procedures give everyone the proper way to address and report grievances in a timely manner so the appropriate parties can investigate and take the correct disciplinary action if needed.

Atlantis Recognized Grievances

- Swimmer conduct
- Coaches conduct
- Board conduct
- Officials conduct
- Parent conduct

Who to Contact

If there is any concern relating to parent issues, unfair treatment or violations of a swimmer, parent or coach code of conduct, please email John.austermann@gmail.com or reach out to TeamAdmin@bbaswimming.org.

How Grievances will be handled

Gathering information - The appropriate person will reach out to the person filing the grievance and the person the grievance is against. The coach will talk to both parties to get both points of view. Witnesses may be called in if necessary.

Assessing Behavior - USA Swimming and Atlantis Guidelines will be followed to assess the situation.

Disciplinary Action - Using the following guidelines will determine what consequence or disciplinary action should be taken if any.

1. Nature of the misconduct
2. Prior disciplinary actions



3. The severity of the misconduct
4. Code of conduct violation
5. If the nature of the grievance hindered any other swimmer

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

1. Physical abuse
2. Criminal activity
3. Coaches not following MAAPP rules and guidelines
4. Rub downs and massages
5. Inappropriate use of photography
6. Violations of MAAPP
7. The use of drugs or alcohol
8. Violations of the USA Swimming's Minor Athlete Abuse Prevention Policy (MAAPP 2.0)

Report immediately if any of the above is suspected

Call: 833-5US-SAFE (587-7233)

USA swimming SafeSport director Liz Hahn at ehahn@usaswimming.org.
Heather Dresden Atlantis - hdresden515@yahoo.com

If you suspect a grievance has occurred by a violation of the code of conduct, your complaint should be made by contacting the head coach or putting your complaint in writing.

If your concern relates to sexual misconduct, harassment, or sexually explicit communication please contact the U.S. Center for SafeSport to report immediately. You can make your report online or call 720-524-5640. You can find more information at www.uscenterforsafesport.org

For more information, please see [USA Swimming Safe Sport](#) - how to report a concern.

Remember:

MANDATORY REPORTING RULE



Pursuant to federal law, all adults authorized to interact with minor or amateur athletes who learn of facts that give reason to suspect that a child has suffered an incident of child abuse, including sexual abuse, must make a report of the suspected abuse to law enforcement and/or your state's designated agency within 24 hours.

It is every USA Swimming members responsibilities to promptly report any incident regarding sexual misconduct by a member to USA Swimming. Reporting must occur when an individual has firsthand knowledge of misconduct or where specific and credible information has been received from a victim or knowledgeable third part. Various state laws may also require reporting to law enforcement or to a designated child protection agency.

No member shall retaliate against any individual who has made a good faith report. False reporting of sexual misconduct made in bad faith is prohibited, and neither civil nor criminal statutes of limitation apply to reports of cases of sexual abuse.

Reporting can be difficult, if you need any advice or help in making your report, please contact USA Swimming Safe Sport Staff.

Where to Start: Call: 833-5US-SAFE (587-7233)

When making the decision to report a concern you have, it can often feel intimidating and overwhelming. Please use these guidelines to help you on the first step "Where do I report?" Please use the provided links which will additionally help you get in touch with the appropriate people.

Please note that this is not an exhaustive list. If you are not sure who to contact with a concern please contact Safe Sport Staff at the National Office and we will be sure to talk through your concern, answer your questions and connect you with the correct people.