ACTION PLAN TO ADDRESS BULLYING

The following is a model procedure to implement the USA Swimming rule prohibiting bullying,

which is provided to assist USA Swimming member clubs in developing their own procedure.

USA Swimming clubs are required to have an action plan to address bullying and the plan must

be reviewed with and agreed to by all athletes, parents, coaches, and other adults at the club. If

a club chooses not to, or is unable to, create a written action plan, the following model plan will

become the default plan for that club, and the club will be expected to implement these

procedures when reports of bullying are made. Once a customized plan is developed and

approved by your club, the default plan will no longer apply. Each member club has the

responsibility to approve and implement its action plan.

Action Plan of West Michigan Swimmers to Address Bullying

PURPOSE

Bullying of any kind is unacceptable in HEAT and will not be tolerated. Bullying is

counterproductive to team spirit and can be devastating to a victim. The Club is committed to

providing a safe, caring and friendly environment for all of our members. 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

athlete/mentor.

Objectives of the Club’s Bullying Policy and Action Plan:

1. To make it clear that the Club will not tolerate bullying in any form.

2. To define bullying and give all board members, coaches, parents and swimmers a good

understanding of what bullying is.

3. To make it known to all parents, swimmers and coaching staff that there is a policy and

protocol should any bullying issues arise.

4. To make how to report bullying clear and understandable.

5. To spread the word that HEAT takes bullying seriously and that all swimmers

and parents can be assured that they will be supported when bullying is reported.

WHAT IS BULLYING?

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.

Source: www.stopbullying.gov – a federal government website managed by the U.S.

Department of Health & Human Services

www.usaswimming.org/protect