NHCP Anti-Bullying Action Plan

(Excerpt – complete anti-bullying action plan can be found at https://www.teamunify.com/team/mnnhcp/page/parents/team-policies)

Everyone has the right to feel physically and emotionally safe. Bullying of any kind is unacceptable at New Hope Crystal Plymouth Swim Club (NHCP) and will not be tolerated.

Bullying is counterproductive to team spirit and can be devastating to a victim. NHCP is committed to providing a safe, caring and friendly environment for all 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 NCHP Swim Club takes bullying seriously and that all swimmers and parents can be assured that they will be supported when bullying is reported.

The USA Swimming Code of Conduct and Safesport Code (complete policies can be found at https://www.usaswimming.org/) prohibit bullying. Generally, bullying is the use of aggression, whether intentional or not, which hurts another person. Bullying results in pain and distress. 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: 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 they have been bullied is asked to do one or more of the following things: • Talk to your parents; • Talk to a Club Coach, Board Member, or other designated individual; • Write a letter or email to the Club Coach, Board Member, or other designated individual. Parents should report any bullying instances as soon as they hear about them.

Athlete's responsibility: I will do everything I can personally, as a member of the NHCP Swim Team, to create and preserve a physically and emotionally safe environment. I commit that I will not bully my peers. When I witness bullying, I will report it immediately.

Parent/Guardian's responsibility:
I commit to encouraging my child to always respect others. I have instructed my child not to bully. I have advised my child to report any bullying to any swim coach or an adult. And I, as a parent, will also abide by this policy.

We understand that Bullying will result in disciplinary action, up to and including:
1st Consequence: Communication with parents. Miss ONE swim practice.
2nd Consequence: Miss ONE CALENDAR WEEK (seven consecutive days) of practice; this may also include missing a swim meet.
3rd Consequence: Off team for the remainder of the season AND meet with BOD to re-join the team.
**There will be NO reimbursement for any missed swim practice and/or meets.