# ACTION PLAN TO ADDRESS BULLYING

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**Action Plan of the Enfinity Aquatic Club to Address Bullying**

Enfinity is committed to providing a safe, caring and friendly environment for all of our members. Bullying of any kind is unacceptable at Enfinity Aquatic Club and will not be tolerated.

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, administrator or athlete/mentor.

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

# HOW TO IDENTIFY BULLYING

Bullying is the severe or repeated use, regardless of when or where it may occur, by one or more USA Swimming members of an oral, written, electronic or 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 or Participating Non-Member that to a reasonably objective person has the effect of causing physical or emotional harm to the other member or damage to the other member’s property;

1. Placing the other member in reasonable fear of harm to himself/herself or of damage to his/her property;
2. Creating a hostile environment for the other member at any USA Swimming activity;
3. Infringing on the rights of the other member at any USA Swimming activity; or
4. 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 their parents.
	+ Talk to an EAC Coach or Administrator. In person, via text or email, etc. Any form of communication is acceptable.
	+ Make a report to the USA Swimming Safe Sport staff.

A complaint can be filed at any time, though it is almost always best to initiate a complaint as soon as possible to make sure that memories are fresh and behavior can be accurately recalled and the bullying behavior can be stopped as soon as possible.

# HOW ENFINITY HANDLES BULLYING

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

1. Intervene immediately.
2. Separate the kids involved.
3. Make sure everyone is safe.
4. Meet any immediate medical or mental health needs.
5. Assess the situation calmly. Reassure the kids involved, including bystanders.

When addressing bullying, our primary focus will be **FINDING OUT WHAT HAPPENED** and **SUPPORTING THE KIDS INVOLVED** using the following approach:

1. **First, we get the facts.**
	1. Keep all the involved children separate.
	2. Get the story from several sources. Collect all available information.
2. **Then, we determine if it's bullying.** There are [many behaviors that look like bullying](http://www.stopbullying.gov/what-is-bullying/related-topics/index.html) but require different approaches. It is important to determine whether the situation is bullying or something else.
	1. To determine if the behavior is bullying or something else, we will consider the following questions:
		* Does the behavior fit USAS description of bullying?
		* 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?
3. **Next, we support the kids who are being bullied**
	1. We listen and focus on the child. Learn what’s been going on and show we want to help. We assure the child that bullying is not their fault.
	2. We work together to resolve the situation and protect the bullied child.
4. Ask the child being bullied what can be done to make him or her feel safe.
5. Develop a game plan. Maintain open communication between Enfinity Coaches and parents. Discuss the steps that will be taken and how bullying will be addressed going forward.
	1. We will be persistent. Bullying may not end overnight. We will commit to making it stop and consistently support the bullied child.

# Address bullying behavior

* 1. We educate the swimmers so the children knows what the problem behavior is. Young people who bully must learn their behavior is wrong and harms others.
	2. We will show kids that bullying is taken seriously at our club. Calmly tell the child that bullying will not be tolerated.
	3. We will work with the child to help them understand some of the reasons he or she bullied.
	4. We will involve the kid who bullied in making amends or repairing the situation. The goal is to help them see how their actions affect others.
	5. Continued follow up. After the bullying issue is resolved, we will continue finding ways to help the child who bullied to understand how what they do affects other people.
	6. In the event that the swimmer who bullied is uncooperative and continues to bully, they will be removed from the team.