

Greenwood Swimming Grievance Policy

Policy Goals

Greenwood Swimming is committed to providing a safe and supportive environment for its coaches and swimmers. As part of this commitment, GS has established a procedure to resolve grievances regarding the conduct of swimmers, parents and coaches. This procedure is intended to (1) place primary responsibility with the GS coaches to resolve disputes between swimmers and/or parents and take necessary disciplinary action regarding inappropriate conduct by swimmers; and (2) provide a timely and equitable procedure for the review of the coaches' disciplinary decisions, and for addressing issues regarding coaches' conduct.

If your concern relates to criminal behavior, sexual misconduct, sexual harassment or sexually explicit communication through any media, please contact the U.S Center for SafeSport to make a report immediately. You can report your concern online or call 720-524-5640. More information can be found at www.uscenterforsafesport.org.

Grievance Responsibilities:

GS Facility Head Coaches and the Program Director have the responsibility to discipline swimmers, parents for inappropriate conduct. It is expected that they will use their reasonable discretion in imposing any discipline, and that any disciplinary action will take into account (1) the nature and severity of the conduct, (2) any prior disciplinary actions regarding the swimmer/ parent, (3) the adverse effect of the conduct on others, and (4) the application of the Code of Conduct.

Examples of disciplinary action include verbal warnings, notification to the swimmer's parents, temporary suspension from some or all of GS activities, and/ or expulsion from GS. These examples are not exclusive, and it is expected that the coaches will exercise their discretion to fashion an appropriate disciplinary action. With the exception of issues that immediately effect the health and safety of

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swimmers, all matters should be discussed before or after a coaching session and coaches should not be expected to deal with issues during water time.

Whom to notify of a grievance: Chain of Command-Procedure

1. Regarding the conduct of a Swimmer: If a parent or swimmer feels it is necessary to raise the issue of inappropriate conduct by another member of GS, the person should relay their concerns to the Facility Head Coach as soon as is reasonable under the circumstances. The Facility Head Coach is mandated to report any grievance to the program director, immediately after receiving the grievance. The Facility Director and Program Director must follow all Safe sport and MAAP policies implemented by USA Swimming.

2. Regarding the conduct of an Assistant Coach, Parent or official: If a parent or swimmer feels it is necessary to raise the issue of inappropriate conduct by and assistant coach, parent or official, they can speak with the Facility Head Coach. The Facility Head Coach is mandated to report any grievance to the program director, immediately after receiving the grievance. The Facility Director and Program Director must follow all Safe sport and MAAP policies implemented by USA Swimming. If a swimmer, or the parent of a swimmer, is not satisfied with the disciplinary decision of the Facility Head Coach, the person may request the review of the decision by the Program Director.

3. Regarding the conduct of a Facility Head Coach: If a parent or swimmer feels it is necessary to raise the issue of inappropriate conduct by the facility head coach, they can speak directly with the Program Director. The Program Director must follow all Safe sport and MAAP policies implemented by USA Swimming.

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HOW GRIEVANCES WILL BE HANDLED

1. ***Gathering Information:*** The appropriate individuals will reach out to the person who filed the grievance and the person against whom the grievance is being filed to ask questions about what happened. Other witnesses may be contacted for more information, as well.
 2. ***Assessing Behavior:*** The behavior of the person(s) against which the grievance was brought will be assessed using Club policies and facility rules, USA Swimming Code of Conduct, USA Swimming Safe Sport policies, and applicable local and state laws.
 3. Consequences will be given and disciplinary action will be taken if appropriate. These consequences and disciplinary actions will be decided using the following general guidelines
 4. The Facility Head Coach and Program Director will have the authority to impose penalties for infractions to the GS Athlete, Parent and Coaches per the Code of Conduct or regarding behavior(s) they deem not conducive to the best interests of the Club or other swimmers.
 - Nature of the misconduct
 - Severity of the misconduct
 - Prior disciplinary actions
 - Adverse effect of the misconduct
 - Application of the Code of Conduct
4. Once a disciplinary decision is final, all parties involved will be expected to adhere to the decision. The Facility Director and Program Director must follow all Safe sport and MAAP policies implemented by USA Swimming.