



CSCI Athlete of Conduct
Effective September 2016.

Camillus Swim Club Harassment, Bullying, and Hazing Policy

PURPOSE

It is the policy of Camillus Swim Club (CSCI) to provide an environment free from harassment, bullying and hazing. As a club, we are committed to protecting our athletes from any form of physical or verbal abuse.

Bullying of any kind is unacceptable at Camillus Swim Club 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.

Definition of Harassment

Harassment includes any unwelcome verbal or physical conduct, contact or communication that is motivated by or related to individual characteristics such as race, color, national origin, gender, economic status, disability, religion, religious affiliation or sexual orientation and that creates an intimidating, hostile or offensive environment. Although harassment that creates a hostile environment may take many forms, some examples include name calling and other derogatory comments, jokes, gestures or looks, posting or distribution of derogatory pictures, notes or graffiti, blocking, pushing, hitting or other forms of physical aggression.

Definition of Bullying

Bullying includes aggressive, negative physical or verbal conduct by one athlete toward another who reasonably perceives the conduct to be intimidating. Bullying most often will occur when an athlete asserts or attempts to assert physical or psychological power over, or is cruel to, another athlete who is perceived to be weaker. Such behavior may include but is not limited to: pushing, hitting, threatening, name-calling and other physical or verbal conduct of a belittling or browbeating nature. Bullying can take place in person, online, at swim practice, meets or school.

Definition of Hazing

Hazing is an act that subjects an athlete to physical or verbal harassment, mental or physical discomfort, intimidation, embarrassment, ridicule, or demeaning



activity committed by an individual athlete or group of athletes for the purpose of initiation, maintaining membership, or holding office in any organization, club, or athletic team.

Regulations

1. It shall be a violation of the CSCI Policy for an athlete to harass, bully or haze another athlete based on race, color, religion, gender, national origin, age, sexual orientation, or disability, or to engage in conduct which would contribute to such actions.
2. It shall also be a violation of the CSCI Policy for an athlete to retaliate against an athlete for instituting a good-faith complaint of harassment, bullying or hazing, or for an athlete to complain of harassment, bullying or hazing without a good-faith basis.
3. Athletes who violate the policy will also be subject to appropriate discipline in accordance with the CSCI Code of Conduct up to and including expulsion.
4. Athletes may be disciplined for acts of harassment, bullying or hazing occurring at or away from the Swim Club and/or outside of Swim Club hours in the same manner they are otherwise subject to discipline for acts that violate CSCI policies when acts could:
 - a) Affect the club climate or atmosphere.
 - b) Affect the peace, health, safety, or welfare of athletes, coaches, or any other personnel.
 - c) Disrupt or interfere with CSCI or CSCI activities
 - d) Any violation is subject to suspension or recommendation for expulsion in line with the CSCI Code of Conduct.

USA Swimming

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.

The USA Swimming Code of Conduct defines bullying in 304.3.7. 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 he or she has been harassed, bullied or subjected to hazing is invited to consider one or more of the following:

- Talk to your parents
- Talk to a Club Coach, Board Member, or other designated individual;
- Write a formal letter to the CSCI Head Coach
- Write a formal complaint/report to the CSCI Board and CSCI Safe Sport Representative.
- Make a formal complaint to Niagara Swimming Board of Review
- Make a formal complaint to USA Swimming Director of Safe Sport and/or USA Swimming National Board of Review

There are no express time limits for initiating complaints under this CSCI Policy; however, every effort should be made to bring complaint to the attention of the appropriate authorities as soon as possible while memories are fresh and witnesses continue to be available.

Reported Complaints will be investigated and where it is determined that a violation has occurred, prompt corrective action will be taken up to and including expulsion. During the investigation, confidentiality will be maintained to the extent possible. Complainants will be informed of the results of any investigation.