



## Grievance Procedure for the JCC Bridgewater TIDE

### Purpose:

Your safety is paramount to the JCC Bridgewater Tide and USA Swimming. If you experience or witness actions or events that concern you or make you feel uncomfortable, it is important to talk to someone about it. This document outlines the processes where a swimmer, parent, or coach can bring forward a complaints or concerns.

### General Content:

If you have a concern relating to bullying, parent issues, unfair treatment, or violations of the Swimmer, Parent, or Coach Code of Conduct, please reach out to either Coach David at [dwhite@ssbjcc.org](mailto:dwhite@ssbjcc.org) or Coach Kellyanne at [ktomasula@ssbjcc.org](mailto:ktomasula@ssbjcc.org). Steps taken to address these issues are outlined in the Code of Conducts. Any coaches who wish to file a complaint against another coach should follow the Grievance and Review Procedure outlined in the SSBJCC Employee Handbook.

If your concern relates to inappropriate behavior or activity that includes, but is not limited to, the following:

- Criminal Activity
- Use, sale, or distribution of illegal drugs
- Physical abuse
- Inappropriate touching
- Coaches sharing hotel rooms with athletes
- Rubdowns or massages performed by coaches
- Pictures and/or videos taken in locker rooms or changing areas
- Violations of USA Swimming's Minor Athlete Abuse Prevention Policy (MAAPP)

Please report the incident immediately to SafeSport. You can reach out to New Jersey Swimming's safesport coordinator, Marlene Curtis, at [marlene-bac@juno.com](mailto:marlene-bac@juno.com) or USA Swimming SafeSport Director Abigail Howard at [ahoward@usaswimming.org](mailto:ahoward@usaswimming.org). Anonymous reporting can be completed [here](#).

If your concern relates to 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.safesport.org](http://www.safesport.org). Certain people are **REQUIRED** to report misconduct, and information on mandatory reporting requirements can be found [here](#). If you need guidance, please contact our SafeSport Coordinator, Coach Kellyanne.

Any concerns dealing with deception or recruiting should be directed to the Eastern Zone Board of Review at [ZBORchair@easternzoneswimming.org](mailto:ZBORchair@easternzoneswimming.org). Information on the Eastern Zone Board of Review can be found [here](#).