

Sea Dragons Swim Club Anti-Bullying Policy

Effective Date: December 2019

Purpose:

To protect the rights of all members of the Sea Dragons Swim Club (“SDSC”) the SDSC prohibits acts of bullying, harassment, and other forms of aggression and violence. Bullying, harassment, and all other forms of aggressive and violent behaviors, will not be tolerated. All Board members, staff, parents, volunteers, and swimmers are expected to refuse to tolerate bullying and harassment and to demonstrate behavior that is respectful and civil. It is especially important for adults to model these behaviors (even when disciplining) in order to provide positive examples for children’s behavior.

“Bullying” or “harassment” is any gesture or written, verbal, graphic, or physical act (including electronically transmitted acts – i.e., cyberbullying, through the use of internet, cell phone, computer, tablet or other wireless handheld device, currently in use or later developed and used by students) that is reasonably perceived as being dehumanizing, intimidating, hostile, humiliating, threatening, or otherwise likely to evoke fear of physical harm or emotional distress and may be motivated either by bias or prejudice based upon any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression; or a mental, physical, or sensory disability or impairment; or by any other distinguishing characteristic, or is based upon association with another person who has or is perceived to have any distinguishing characteristic. Bullying and harassment also include forms of retaliation against individuals who report or cooperate in an investigation under this policy. Such behaviors are considered to be bullying or harassment whether they take place on or off school property, at any club-sponsored function, or in a club vehicle or at any time or place where a child’s imminent safety or over-all well-being may be at issue.

Bullying is defined as infringing on the rights of the other member at any USA Swimming activity; or 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).

Bullying:

“Bullying” is conduct that meets all of the following criteria:

- is reasonably perceived as being dehumanizing, intimidating, hostile, humiliating, threatening, or otherwise likely to evoke fear of physical harm or emotional distress;
- is directed at one or more pupils;
- is conveyed through physical, verbal, technological or emotional means;
- substantially interferes with opportunities, benefits, or programs of one or more swimmers;
- adversely affects the ability of a swimmer to participate in or benefit from the SDSC’s activities by placing the swimmer in reasonable fear of physical harm or by causing emotional distress; and,
- is based on a pupil’s actual or perceived distinguishing characteristic (see above), or is based on an association with another person who has or is perceived to have any of these characteristics.

Harassment:

“Harassment” is conduct that meets all of the following criteria:

- is reasonably perceived as being dehumanizing, intimidating, hostile, humiliating, threatening, or otherwise likely to evoke fear of physical harm or emotional distress;
- is directed at one or more pupils;
- is conveyed through physical, verbal, technological or emotional means;
- substantially interferes with opportunities, benefits, or programs of one or more swimmers;

- adversely affects the ability of a swimmer to participate in or benefit from the SDSC's programs or activities because the conduct, as reasonably perceived by the swimmer, is so severe, pervasive, and objectively offensive as to have this effect; and,
- is based on a swimmer's actual or perceived distinguishing characteristic (see above), or is based on an association with another person who has or is perceived to have any of these characteristics.

The scope of this policy includes the prohibition of every form of bullying, harassment, and cyberbullying /harassment, whether in the pool, locker room, event attended by SDSC or at an SDSC-sponsored event. The SDSC expects swimmers to conduct themselves in a manner in keeping with their levels of development, maturity, and demonstrated capabilities with a proper regard for the rights and welfare of other students, school staff, volunteers, and contractors.

If bullying occurs during team related activities, it will be stopped immediately.

Consequences for a swimmer or parent of swimmer who commits an act of bullying or harassment may include, but will not be limited to, the examples listed below:

- ☒ Admonishment
- ☒ Participation in a guided reflection process designed to teach alternative behavior
- ☒ Loss of privileges
- ☒ Suspension from practices and/or meets
- ☒ Termination from SDSC

If a swimmer feels that they have been the victim of bullying, they should communicate this to their parents and it should be then brought to the attention of the Coach or a board member. The Coaching Staff and Board of Directors is responsible for determining whether an alleged act constitutes a violation of this policy.

The SDSC prohibits reprisal or retaliation against any person who reports an act of bullying or harassment or cooperates in an investigation. The consequences and appropriate remedial action for a person who engages in reprisal or retaliation shall be determined by the Board of Directors after consideration of the nature, severity, and circumstances of the act.

The SDSC prohibits any person from falsely accusing another as a means of bullying or harassment. The consequences and appropriate remedial action for a person found to have falsely accused another as a means of bullying or harassment may range from positive behavioral interventions up to and including suspension or termination.