



PARENT & SWIMMER HANDBOOK

2021-2022

updated 11/10/2021

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Welcome to Storm Aquatics

Stormin' the Pool!

Welcome to Storm Aquatics! We hope that you will enjoy all that swimming has to offer! This handbook is designed as a tool to help swimmers and their families understand what competitive swimming is all about. For swimmers who are new to competitive swimming, this handbook will explain what to expect from practices and swim meets. It contains rules needed to ensure everyone's safety and enjoyment, swim times and practice group levels and current membership obligations, fees, monthly dues. We look forward to getting to know you and your family and having a great time together, enjoying the great sport of swimming! See you on deck!

Mission

Our goal is to provide a diverse program in which swimmers of all levels can strengthen skills and develop a sense of sportsmanship while enjoying competition in a safe, healthy, and positive environment for athletes.

Vision

To inspire and encourage all swimmers to become the best they can be in swimming and in life, and to educate families in the sport of swimming.

League Affiliation

Storm Aquatics is league affiliated to participate in USA Swimming sanctioned swim meets.

USA Swimming

USA Swimming is the national governing body for amateur competitive swimming in the United States. As the national governing body for the sport, USA Swimming is responsible for the conduct and administration of swimming in the United States. In this capacity, USA Swimming formulates the rules, implements policies and procedures, conducts the national championships, disseminates safety and sports medicine information, and selects athletes to represent the United States in international competition.

Pacific Northwest Swimming Association (PNS)

Because USA Swimming cannot effectively supervise the activities of all the swim clubs throughout the country, it has appointed local governing bodies called Local Swimming Committees (LSC). There are 59 committees in the country and PNS is the LSC for most of Western Washington. All our locally scheduled meets are held under the jurisdiction of PNS. PNS clubs sponsor many levels of swim meets, from beginners to regional championships.

Insurance

Clubs, athletes, and adults may all be members of USA Swimming. We are covered under USA Swimming Insurance for all practices, meets and sanctioned fundraisers. For that reason, all coaches, swimmers, club president and Safety Officer are required to become members of and maintain their membership in USA Swimming. If your swimmer's USA Swimming membership is not current, they are not insured and will not be allowed to swim during practices or at meets until they have a current membership.

Lake Stevens High School Pool

Lake Stevens High School (LSHS) pool is in Lake Stevens at 2908 113th Ave NE, Lake Stevens, WA 98258. The pool is owned by the Lake Stevens School District. Storm Aquatics rents swim lanes and deck space from the district for specifically designated practice times. This pool is subject to closures on school and government holidays and periodically for maintenance. If the pool closes for an extended period of time, Storm may arrange for an alternate practice facility. Storm will make every effort to provide a facility in the area with a similar practice schedule during LSHS pool closures.

Storm Board of Directors

Storm Aquatics is a 501(c) (3) non-profit that operates under an elected board of directors. The volunteer board consists of a president, vice president, secretary, treasurer, administrator, and up to four members at large. The organization operates under bylaws adopted by membership. The bylaws can be found on the team's website. The board is voluntary but does receive incentives based on the amount of time each position dedicates to team operation. These incentives are dependent on membership numbers and are subject to change.

President

The president calls the meeting when and where deemed necessary, presides at all meetings, and appoints committee chairpersons for all standing committees, and such special committees with advice and consent of the Board of Directors. The president also will enlist the help of a non-board member who has financial background to conduct an information review of budget, controls, and sampling of transactions. This individual will then make a recommendation, back to the Board of Directors, as to a need for a formal audit. The President is a signer on the banking account. The President is a 2-year term. President incentives include a 35% discount from one (most expensive) swimmer. Fundraising (\$400) and volunteer hours are fulfilled with Board duties.

Vice President

The vice president shall perform the duties of the president in the absence of this officer. During official meetings, the vice president shall perform the duties of the secretary in this officer's absence. The vice president shall also aid in the development of policy and coordination of those committees under his/her charge. The Vice President will act as Registrar of organization, verifying that all families have turned in all registration documentation and disseminates information to the Treasurer and Head Coach. The Vice President will oversee the Outreach program. The Vice President is a 2-year term. Vice President incentives include a 25% discount from one (most expensive) swimmer. Fundraising (\$400) and volunteer hours are fulfilled with Board duties.

Secretary

The Secretary is responsible for keeping accurate records of all meetings, assisting, as needed, in official correspondence, issuing copies of minutes to the Board of Directors. The Secretary will also assist with the issuing of notices of all meetings. The Secretary will assist the Vice President with the development and policy and coordination of committees. The Secretary is a signer on the banking account. The Secretary is a 2-year term. Secretary incentives include a 20% discount from one (most expensive) swimmer or Fundraising (\$400) excused. Secretary's volunteer hours are fulfilled with Board duties.

Treasurer

The treasurer is responsible for communications with the Team Bookkeeper, monitoring all financial records including banking and checking records and for making timely reports to the Board of Directors. The treasurer is responsible for billing members and communication with parents regarding financial questions. The Treasurer is a 2-year term. Treasurer incentives include a 20% discount from one (most expensive) swimmer or Fundraising (\$400) excused. Treasurer's volunteer hours are fulfilled with Board duties.

Member at Large 1¹

At large position 1 is responsible for marketing, team newsletters and membership communication. The Member at Large 1 is a 2-year term. The Member at Large 1 incentives include a 25% discount from one (most expensive) swimmer. Fundraising (\$400) and volunteer hours are fulfilled with Board duties.

Member at Large 2

At large position 2 is responsible for setting up and overseeing team fundraising opportunities. The Member at Large 2 is a 2-year term. Member at Large 2 incentives include a 20% discount from one (most expensive) swimmer or fundraising (\$400) excused. Member at Large 2 volunteer hours are fulfilled with Board duties.

¹ Member at Large incentives were updated to reflect level of effort and voted on by the Board during the November, 10, 2021 Board Meeting.

Storm Aquatics Membership

Club Structure

There are several different levels available for swimmers on Storm Aquatics. The groups are based on both age and ability. It is the Head Coach's decision which level swimmers are placed in or moved to. The Head Coach takes into consideration many things, including swimmer's goals, ability, endurance, attitude, attendance, and age when placing or moving swimmers. Ultimately placement into a level or movement from one level to another is subject to the Coach's judgment.

Member Obligations

Storm Aquatics is a non-profit 501(c) (3) organization of parents who, along with the coaches, strive to offer a quality program in which its members of all ages can come to enjoy the sport of swimming. To keep dues down and continue to ensure a quality program, Storm requires its members to participate in fundraising and volunteer during team events.

Fundraising

Each swimmer's **minimum** fundraising obligation is \$400.00 (or \$40 per month). A family with more than one swimmer has a maximum obligation of \$600.00 (or \$60 per month). Any change of membership or a leave of absence does not reduce your fundraising obligation for the year.

Half of your annual obligation will be due on or before Feb 1st of the current swim season.

- If you have raised \$100 (\$200 for families) or more, you will not be charged at this time.
- If you have raised \$0 - \$99 (\$0 - \$199 for families) you will be charged the amount that will bring you to \$150 (\$250 for families).
- The remaining fundraising obligation, if any, will be due on or before July 31st of the current swim season. If you were charged in February and then were able to raise your full obligation, you will receive a refund.

There will be at least six fundraising opportunities from September through June, as well as a sponsorship option explained below. **All fundraising is nonrefundable and completely tax deductible.** Check with your employer. Many offer pre-tax contributions to nonprofit organizations like Storm or they may also offer matching funds.

- Fundraising funds in excess of your fundraising obligation cannot be used to pay for your individual fees. Please see Important Fundraising Note on the next page for a further explanation.
- Swimmers **joining** the team during the year will be responsible for the fundraising amount for the whole month they begin in and all months thereafter.
- Swimmers **leaving** the team are required to bring their account current including the complete payment of their fundraising obligation up to and including the month they leave.
- Funds raised may not be shared with other swimmer accounts, except under special circumstances as approved by the board.

Alternative Fundraising Payment Options

Lump Sum - If you choose not to participate in our team fundraisers, pay the full amount \$400/\$600 on or before October 1st.

Monthly Payment – If you choose not to participate in our team fundraisers you may pay your fundraising obligation in 10 equal monthly payments. \$40.00 a month for individual swimmers or \$60.00 a month for families of more than one swimmer. Payments will begin in September and end in June.

Company Matches - Company Matches are a great way to fulfill your fundraising obligation. Ask your employer if they will match your funds as a contribution to a non-profit organization. The same rules apply to company matches as they are to sponsorships. The total of what you contribute plus the company matched funds in excess of your fundraising obligation cannot be used to pay for your individual fees or dues. The funds above and beyond your fundraising obligation will be applied as “additional fundraising.”

Sponsor Credit – We highly encourage you to find sponsors for Storm. This is an easy and quick way to eliminate your fundraising obligation. A sponsor will have the opportunity to have their logo on either a team shirt, sponsor banner, or other item bought for the team as well as being mentioned in our press releases. We will also place a link from our website to theirs. A full sponsor letter will be provided to you explaining the benefits of sponsorships to be used as a sales tool in your quest for sponsors.

We have four levels of sponsorship. For each level 50% of the money given is credited to your fundraising account and 50% is given to Storm to produce the Sponsor Banner and to fund scholarships. A sponsor letter template is available in the Forms Section on the team website.

Sponsorship Levels	
Bronze	\$50
Silver	\$100
Gold	\$150
Platinum	\$200+

All sponsorships must be received before July 1st of the current swim season.

Sponsorship and fundraising funds in excess of your fundraising obligation cannot be used to pay for your individual fees. We are a 501(c) (3) organization and the IRS regulations state that all funds gathered for fundraising purposes must be used to benefit the organization and its members, not just one individual.

Volunteering/Storm Projects

Storm cannot function without great volunteers. Each family is required to volunteer at least **10 hours** during the swim season. If you choose not to volunteer, you will owe \$20 per hour totaling \$200. Volunteer opportunities will be announced in our weekly team emails, on Facebook and our team website.

Volunteer hours may not be shared with other swimmer accounts, except under special circumstances as approved by the board.

Dues and Fees

Registration

All swimmers must pay an annual registration fee that will cover Storm Aquatics administrative fees. This is a non-refundable fee that is due upon registration. In addition, each swimmer is required to pay the USA Swimming/PNS membership fee.

The 2021-2022 registration fees are as follows:

- **Storm Aquatics Registration Fee: \$115**
- **2022 USA Swimming Premium Athlete: \$66**
- **2022 Pacific Northwest Swimming Fee: \$15**

Monthly Dues

The first month's dues are required upon registration. All remaining dues will be required by the 9th of each month and will be considered late on the 15th. A \$10 late fee will be incurred when payment is received after the 15th. If your account is not current, excluding your fundraising obligation your swimmer(s) will not be allowed to swim. Families with multiple swimmers will have a cap on their monthly dues of \$500. **There are no refunds for monthly dues.**

Practice Level	Monthly Dues	Practice Time
Bronze 1	\$95	3 days per week, 45 minutes
Bronze 2/3	\$120	3 days per week, 1 hour
Silver	\$140	5 days per week, 1 hour
Gold	\$180	5-6 days per week, 1.5 hours
Senior	\$200	6 days per week, 2 hours

Payment

If you have a debit/credit card on file, or use the ACH option, **your account will automatically be charged on the 1st of each month for the full amount of the balance due starting in October.** September payments are not automatically charged and need to be paid manually in TeamUnify. If you do not manually pay September dues, September and October dues will be billed automatically October 1st. Automatic charges exclude fundraising, unless an alternative fundraising option is set up with the Treasurer.

It is the responsibility of each family to know their current balance by monitoring their swimmer's account on TeamUnify. Payments can be paid with a debit or credit card. Please go to your account on TeamUnify website to set up. ACH can also be set up through the TeamUnify website.

Heidloff Outreach Fund

In an effort to promote the sport of competitive swimming and encourage diversity, PNS has established an Outreach fund. The goal of the fund is to provide more swimmers with opportunities to compete by reducing some of the financial stress on their families. An outreach swimmer is any swimmer who qualifies for the free or reduced school lunch program (or other options available).

Outreach status waives the annual USASwim/PNS registration fee and offers 20% discount on monthly membership for partial outreach and 40% for full outreach. Storm registration fees, fundraising and volunteer hours are not waived.

2021-2022 Outreach Monthly Membership Dues

Practice Level	Partial Outreach Dues	Full Outreach Dues
Bronze 1	\$76	\$57
Bronze 2/3	\$96	\$72
Silver	\$112	\$84
Gold	\$144	\$108
Senior	\$160	\$120

Outreach Expectations

Outreach members in good standing must have participated in a minimum of 50% of available practices for their training group and two PNS-sanctioned competitions during each season, Season 1: September - February and Season 2: March - August.

Swim Meet Fees

Host Club Meet Fees

The host club for each meet charges a per swimmer meet entry fee and a per event entry fee.

Storm Club Meet Fees

Storm charges a meet entry fee for each meet to cover the costs Coaches travel, cost of relays and other team fees. Swimmers will be billed for meet fees based upon the meet entries the Head Coach submits to the host team. The swim meet fees will be available when the event registration is open.

- Local Meets (Marsyville, Snohomish, Everett, Federal Way) - \$15 meet fee
- Distance Meets (Winthrop, Wenatchee) - \$50 meet fee

Communication

E-mail and Facebook

Weekly team emails are used to send important information or changes regarding team practice, fundraising opportunities, events or meets as well billing information. Storm will send out an email every Thursday in order to keep you informed about current and upcoming swim events and news. Important information may also be sent out by text and posted in the Storm Aquatics group on Facebook. Additional emails and posts will be sent as needed. **Please check your email or Facebook daily for possible important Storm information such as pool closures, meet information, etc.** If you would like to join the Storm Aquatics group on Facebook, search for Storm Aquatics families and request to join.

Remind App

Storm utilizes Remind App to send out important information quickly. To sign up to receive important text messages from Storm, please text the number **81010** and send this message: **@stormaq**

Bulletin Board

The Storm bulletin board at the pool provides general team information such as different swim levels, swim times, social functions, meet schedules, pool closures, team pictures, our teams Top Ten.

Web Site

Please check our web site www.stormaquatics.net for our meet calendar, specific meet times, contact information, membership information & forms, news articles, pictures, general information, sponsor links, USA Swimming and PNS links, and much more.

Swim Mobile Apps

There are some great apps out there for swimming.

- **OnDeck** is the app version of our website and you can check your account balance, times, and even sign up for events.
- **Deck Pass** is a must, and it's FREE- it keeps track of your swimmer's times, gives your swimmer a place to set goals, shows live results for many meets, and is an all-around great app.
- **Meet mobile** is another useful app for many meets. You can get the heat sheet and instant results. It costs \$5.99 a year.

Changes in Membership

Any changes in membership must be sent in writing via the 2021-2022 Change in Membership Form to the vice president. **Any changes in membership must be submitted and approved by the Vice President prior to the first of the month to change membership status for that month.**

High School Sport Authorization (Drop In)

High School Swim Authorization is intended for Storm Aquatics swimmers who wish to participate with the High School Swim Team while maintaining their membership with Storm Aquatics. The High School Swim Authorization form allows swimmers to participate in Storm Aquatics practices at a drop-in rate of \$10 per session, up to 10 sessions per month. If the swimmer attends more than 10 practices per month during the dates listed above, you will be charged regular monthly membership dues. If a swimmer does not drop in for practice, it will be considered a leave of absence and a \$20 per month fee will be charged to hold their spot. Swimmers may also participate in Storm Aquatics meets and other events. In order to participate as a member of Storm Aquatics under High School Swim Authorization, a Storm Aquatics swimmer must:

- Register with PNS / USA Swimming
- Pay the Storm Aquatics registration fee
- Complete and sign the High School Swim Authorization form
- Fundraising and volunteer obligations are NOT waived during this time.

Dual Sport

Dual Activity Authorization is intended for Storm Aquatics swimmers who wish to participate in extracurricular activities (theater, choir, band) or sports outside of swimming during the entire swim season. Dual Activity Authorization is only available to swimmers in levels, Bronze 2/3, Silver, and Gold.

Because these activities often occur during our practices, we recognize that it may be difficult to participate in Storm Aquatics full-time. This form allows swimmers to participate in Storm Aquatics practices as a “dual” at a discounted rate. Swimmers may also participate in Storm Aquatics meets and other events.

In order to participate as a member of Storm Aquatics under Dual Sport Authorization, a Storm Aquatics swimmer must:

- Register with PNS/USA Swimming
- Register with Storm Aquatics (pay Storm Aquatics registration fee)
- Complete and sign the Dual Sport Authorization form

Group	# of practices	2021-2022 *
Bronze 1	N/A	N/A
Bronze 2/3	2	\$90
Silver	3	\$112
Gold	3	\$144
Senior	N/A	N/A

Leave of Absence

If your swimmer needs to take a leave of absence, please notify the Coach and Vice President of the intent to take a leave of absence in writing by filling out a leave of absence form, located in the Forms Section on the team website.

- Should a swimmer take a leave of absence for any reason, illness, vacation, etc, and returns within a month, the full payment of Storm dues and any fundraising fees that may have accrued during that time must be paid in full.
- If a swimmer should be absent for a month or more and plans to return, a payment of \$20.00 per month for each missed month is required to reserve your spot on the team.
- Fundraising and volunteer obligations are NOT waived during this time.

Withdrawal Policy

It is understood that there may be many reasons a swimmer must withdraw from swimming. A Withdrawal Form must be sent to the Vice President. If the withdrawal agreement is received prior to the 25th day of the month there will be no fee charged for the next month. If the withdrawal agreement is received after the 25th of the month, then you will be charged for the next month's dues. Upon notice of intent to withdraw all accounts must be made current. All late fees apply to any unpaid dues or fundraising balances and volunteer hour obligations. No swimmer may return to Storm Aquatics until their balance is made current.

If your swimmer is transferring to another team, USA Swimming and PNS require that an athlete remain unattached from any team for 120 consecutive days from the date of last open sanctioned competition in accordance with USA Swimming Rules and Regulations 203.3. Please refer to the PNS website for more information at <https://www.teamunify.com/Home.jsp?tabid=0&team=pnws2>

2021-2022 Change in Membership Form



Name of Swimmer: _____ Date: _____

Please fill out form and email to vicepresident@stormaquatics.net This form must be filled out and approved prior to the first of the month to change membership status for that month

Select Change Type:

High School Sport Authorization (Drop In)

High School Sport Authorization is intended for members who wish to participate in a High School sanctioned sport during the swim season.

Name of School and Sport: _____

Dates of drop-in: _____ to _____

Drop In terms:

- Practice fee will be at a drop-in rate of \$10 per session, up to 10 sessions per month
- If the swimmer attends more than 10 practices per month during the dates listed above, you will be charged regular monthly membership dues.
- If the swimmer does not drop in for practice, it will be considered a leave of absence and a \$20 per month fee will be charged to hold their spot.
- Fundraising obligation and required volunteer hours are NOT waived during this time.

Dual Sport

Dual Sport Authorization is intended for members who wish to participate in extracurricular activities (theater, choir, band) or sports outside of swimming during the normal swim season. Dual sport is available for Bronze 2/3, Silver and Gold.

Name of activity: _____

Dates of Dual Sport: _____ to _____

Dual Sport terms:

- Dual rates listed for their training group (see table below)
- If the swimmer attends more than more practices than allowed by the dual Storm schedule, you will be charged regular monthly membership.
- Fundraising obligation and required volunteer hours are NOT waived during this time.

Leave of Absence

Reason for leave of absence: _____

Dates of Absence: _____ to _____

Leave of Absence terms:

- Should a swimmer take a leave of absence for any reason (illness, vacation, etc.) and return within a month, the full payment of Storm dues and any fundraising fees that may have accrued during that time must be paid in full.
- If a swimmer should be absent for a month or more and plans to return, a payment of \$20.00 per month for each missed month is required to reserve your spot on the team.
- Fundraising obligation and required volunteer hours are NOT waived during this time.

I have read and understand the above requirements for a change in membership.

Parent/Guardian's Name (print)

Parent/Guardian's Signature



Notice of Intent to Withdraw Form

It is understood that there may be many reasons a swimmer must withdraw from swimming.

- **A Withdrawal Form must be sent to the Vice President.**
- This withdrawal form must be received prior to the 25th day of the month to avoid membership dues charged for the next month.
- If the withdrawal agreement is received after the 25th of the month, then you will be charged for the next month's dues.
- Upon notice of intent to withdraw all accounts must be made current.
- All late fees apply to any unpaid dues or fundraising balances and volunteer hour obligations
- No swimmer may return to Storm Aquatics until their balance is made current.

Name of Swimmer: _____ **Date:** _____

Withdrawal effective date: _____

Reason for withdrawal:

I have read and understand the above requirements for a withdrawal of membership.

Parent/Guardian's Name (print)

Parent/Guardian's Signature

Training Information

Practice Groups

There are several different levels available for swimmers on Storm Aquatics. It is the Head Coach's decision which level swimmers are placed in or moved to. The Head Coach takes into consideration many things, including swimmers' goals, ability, endurance, attitude, attendance, and age when placing or moving swimmers. Ultimately placement into a level or movement from one level to another is subject to the Coach's judgment. These guidelines are subject to change.

Bronze 1 Group

For swimmers who have learned how to swim as a skill and want to continue improving their swimming while having fun. This group places them on the road to be a competitive swimmer by bringing their strokes, starts and turns up to competition standards.

3 practices per week, 45 minutes

Equipment – goggles, suit, kickboard, water bottle and towel

Requirements - Basic understanding of the 4 strokes and ability to swim 25 yards of most strokes

Goals

- Ability to swim race legal strokes in distances up to 50 yards (not swimming long course)
- Comfortable starting races out of the water
- Can turn in a race legal manner
- Listens to the coach, behaves appropriately at practice
- Understands the fundamentals of swimming laps with other swimmers

Bronze Group 2 & 3 (Recommended for ages 9-11)

In this group they begin their journey as a competitive swimmer by focusing on the fundamentals, while having fun. Participants will learn what it takes to be a competitive swimmer both in and out of the water. This includes the basics of goal setting, nutrition, and training. In this group the emphasis is on form rather than yardage. Swimmers in Bronze 2 & 3 will be encouraged to swim in meets on a semi-regular basis to give them an opportunity to use, evaluate and improve their skills.

3 practices per week, 1 hour

Equipment - goggles, suit (appropriate for racing), kickboard, water bottle and towel

Requirements - Can perform all strokes in a race legal manner for 50 yards.

Goals

- Uses proper lane etiquette during practice
- Understands the importance of sportsmanship
- Knows how to warm up and cool down effectively
- Knows how to use a pace clock, and how to swim intervals
- Has a basic understanding of the pull for each stroke
- Kicks for all strokes can move them down the pool effectively

- Strokes are more efficient
- Performs racing start & relay starts from the blocks
- Performs flip turns and open turns regularly in practice
- Uses streamline kicks off walls
- Knows what to do at swim meets
- Participates in swim meets, swims up to 100 yards races

Silver (Recommended for ages 11-13)

This group is for more advanced 9-10 year-old swimmers and swimmers in their early teens. This group has an increased emphasis on aerobic training, swimming intervals and race strategy, while continuing to refine their stroke technique to get additional benefits. Swimmers in this group are encouraged to attend meets regularly to use, and continue to develop, the skills and conditioning they obtain during practices. Swimmers in this group will periodically do test sets to determine their conditioning.

5 practices per week, 1 hour

Equipment – goggles, attire appropriate for racing, water bottle and towel, kickboard and Zoomers

Requirements - Swimmers must demonstrate sufficiently refined strokes, starts and turns to be considered for this group.

Goals

- Attends practice regularly
- Understands the basics of different types of training
- Uses proper passing etiquette
- Has a deeper understanding of the pull, and its parts
- Understands the importance of keeping a low stroke count
- Has a deeper understanding of starts and turns, knows the basic steps involved
- Knows how to do a backstroke to breaststroke turn for the IM
- Participates in meets, swims races longer than 100 yards
- Understands basic racing strategies

Gold (Recommended ages 13 -15)

A group for more experienced and dedicated swimmers, usually 13 years or older, who have mastered most of the fundamentals of technique. This group has an increased emphasis on aerobic, anaerobic and strength training, while they continue to refine their strokes, starts and turns to a high level.

5-6 practices per week, 1.5 hours

Equipment – goggles, attire appropriate for racing, water bottle, towel, kickboard, mesh bag, snorkel, Zoomers, and small paddles

Requirements

- T-30 of 1800 yards or more
- 10 x 100s free on or under 1:40
- 10 x 100s IM on or under 1:50
- End of practice 200 Fly on 3:40
- End of practice 400 IM on 6:40

- 10 x 50s free kick on 1:05

Goals

- Sets a good example for other groups
- Attends practices and meets regularly
- Can perform at a high level at practice to replicate racing conditions
- Can train appropriately
- Reaching the requirements for Senior Group
- Has a more advanced understanding of the strokes, start and turns
- Continues to refine their stroke to increase efficiency & speed

Senior (Recommend ages – 15 and up)

A group for highly experienced and dedicated swimmers, usually 15 years or older, who have a strong foundation in technique, and training. This group has an increased emphasis on aerobic, anaerobic and strength training, while they continue to refine their strokes, starts and turns to an advanced level.

Swimmers in this group are expected to be leaders for the team.

5-6 practices per week, 2 hours

Equipment – goggles, attire appropriate for racing, water bottle, towel, kickboard, mesh bag, snorkel, Zoomers, and small paddles, large paddles (optional)

Requirements

- T-30 of 2,200 yards or more
- 10 x 100s free on or under 1:20
- 10 x 100s IM on or under 1:35
- End of practice 200 Fly on 2:50
- End of practice 400 IM on 5:30
- 10 x 50s free kick on :55

Goals

- Is dedicated to swimming, attends practices and meets
- Sets a good example for other groups
- Helps and/or leads lower level groups
- Understands and uses advanced stroke, starts and turns technique
- Continues to refine their stroke to increase efficiency & speed

***Test sets are not the only determination in a swimmer's ability; they are a guideline for the Coaches.**

Successful completion of Test Sets at a given level does not guarantee a Group Move or hold a swimmer back from a Group Move. Group Moves will be determined by the swimmer's Coach and the Head Coach. The Coach will discuss the move with the parents prior to the move being made.

Practice Schedules

Please refer to the team website for current practice schedules.

Swim Gear

During each practice and meet, swimmers need the proper swim gear to get the most benefit.

Suits

We recommend a minimum of two practice suits for each swimmer. This will allow the swimmer to rotate the suits and extend the life of each suit. Storm requires that girls wear one-piece suits and boys wear jammers (knee-length suits) or other appropriate swim wear during practice. Suits are expected to be kept in good condition and worn appropriately. Due to the effects of chlorine, practice suits have a tendency to stretch and become thin or transparent over time. Suits should be checked regularly to ensure that they are appropriate for wearing in public.

The Storm suit is a suit chosen at the beginning of the season. The suits can be ordered at the beginning of the season. You may follow the “Gear” link on our website to order the team suit from NW Swim Shop, as well as additional swim apparel and equipment. Please remember a tight-fitting suit reduces drag and will in turn make your swimmer feel fast in the water. A girl’s suit is too big if the straps can be pulled above the swimmers’ earlobes.

Team suits are highly encouraged but are not a requirement. **Any black suit will work as long as it is a competitive suit.**

Caps

Storm strongly recommends that all swimmers wear swim caps for practices. Swimmers are required to wear their team swim caps during meets. Storm provides a latex cap to new swimmers. If swimmers wish to purchase additional caps, they are \$5 for latex and \$12 for silicone. Swim caps from other PNS teams are not allowed during Storm practices or at swim meets.

Goggles

Goggles make swimming much more pleasant for all swimmers. Storm does not provide goggles to swimmers but strongly recommends that they be worn, as there are literally hundreds of goggle styles available. Swimmers should find the goggles that they feel comfortable with. Goggles should be bought in pairs as they are small and easily lost.

Lake Swim Gear (Silver, Gold and Senior) – Swim buoy is required for Silver group and optional for Gold and silver. Wetsuits are optional.

Team Gear– Storm Aquatics team gear order will be placed at the beginning of the season.

Store Options - There are many places to get your swim gear. There is also swimoutlet.com and amazon.com.

Swim Meet Expectations

Swim meets are a great family experience! Listed below are some very in-depth guidelines geared to help you through your first couple of swim meets. It may seem a little overwhelming, but we tried to be as specific and detailed as we possibly could. Once you have attended a few meets, this will become routine. Please do not hesitate to ask any other Storm parent for help or information.

- **Swimmers who do not enter by the registration due date will not be able to attend the meet.**
- **There are no refunds of meet entry fees after the entry deadline regardless of meet participation.**

Before the Meet Starts

1. Arrive at the pool at least thirty (30) minutes before the scheduled warm-up time begins. The warm-up time will be listed in the meet information available to all swimmers or you may check out the meet information at www.pns.org choose the tab Meets.
2. Upon arrival, your swimmer should immediately find his or her coach. While they are doing this, it's a good time to find a place to put your swimmer's blankets, swim bags and towels. The team usually sits in one place together, so look for some familiar faces.
3. Purchase a heat sheet (usually for sale for between \$5-\$15). The heat sheet is usually available for sale in the lobby or concession area of the pool or on Meet Mobile. Each swimmer and their previous best time in that event are listed. If the swimmer is swimming an event for the first time, they will be listed at a "No Time" (NT) and will most likely swim in one of the first heats of the event.
4. Read the heat sheet and find your swimmers events. Write each event-number on your swimmer's arm in ink. Sharpie works best. This helps them remember what events they are swimming and what event number to listen for. This is usually written as **Event, Heat, Lane and Stroke**:

E	H	L	S
5	2	3	50 free

5. Your swimmer now gets their swim cap and goggles and reports to the coach for warm-up instructions. It is very important for all swimmers to warm-up with the team. Swimmer's bodies are just like cars on a cold day, they need to get the engine going and warmed up before they can go all out.
6. After warm-up, your swimmer should gather their snacks, water, towels and find a place close to the coach to stay.
7. The meet will usually start about ten to fifteen minutes after warm-ups are over.
8. *According to USA Swimming rules, due to insurance requirements, parents are not allowed on deck unless they are a USA Swimming member.* Similarly, all questions concerning meet results, an officiating call or the conduct of a meet, should be referred to the coaching staff. They will pursue the matter through the proper channels.

Note: The four competitive strokes are freestyle, backstroke, breaststroke, and butterfly. Events are held in all of the competitive strokes at varying distances depending on the age group of the swimmer. In addition, there is a combination of the strokes swum by one swimmer called the Individual Medley (IM). Other swimming events include relays, which are a group of four swimmers who either all swim freestyle or each swim one of the competitive strokes in the order of backstroke, breaststroke, butterfly and freestyle.

Meet Starts

1. It is important for all swimmers to know what event numbers they are swimming in; this is why they need to have the numbers on their arm. They may swim right after warm-up or wait awhile.
2. Swimmers should check in with their coach before each event.
3. A swimmer's event number will be called, usually over the loudspeaker and they will be asked to report to the blocks. Swimmers should report with their cap and goggles on. Generally, girls events are odd numbers and boys are even.
4. The swimmer swims their race and checks with the timer for their time.
5. After each swim, the swimmer should go directly to the coach. The coach will discuss the swim with each swimmer.
6. As a parent, remember to do the following after each swim:
 - a. Tell them how great they did. Remember: A PARENT parents and a COACH coaches. The coach will discuss stroke technique; you need to tell them how proud you are and what a great job they did.
 - b. Make sure they get a drink and have something light available to eat.
 - c. Make sure they get back to their towel area to wait for their next event.
7. When a swimmer has completed all their events they can go home. **Make sure to check with the coach before leaving, it is possible that your swimmer is included in a relay event.** It is not fair to other swimmers who may have stayed to swim on a relay if one of the relay team members is not there.

A Disappointing Swim

If your child has a poor race and comes out of it feeling bad, talk about the good things you saw. There is nothing wrong with a swimmer negatively evaluating a race. The important thing is for the child not to dwell on it. You should move the swimmer on to something good. Immediately start talking about the positive things.

What to Take to a Meet

1. Bring your team swim suit, team cap and 2 pairs of goggles.
2. Towels, your swimmer will be at the meet for a while so pack a few.
3. Bring something to sit on like a thick blanket or sleeping bag.
4. Sweat suits, swimmers may want two because they can get wet
5. A change of clothes
6. Games, books, things to pass the time
7. Food, light snacks and drinks. There are usually snack bars at meets, but the lines can be long and food choices may not be the best.

Special Parent Note

The pool area is usually very warm. Therefore, you need to make sure you dress appropriately. There is nothing worse than being hot at a swim meet. At some of the meets, the parents are allowed to sit with the swimmers. Feel free to bring bleacher seats or folding chairs to sit on.

Time Standards

You can find the most up-to-date standards at www.pns.org.

Record Board Rules and Regulations

1. Only times swam during USA Swimming sanctioned meets will be eligible for posting on the Storm Aquatics record boards. This includes all sanctioned high school District and State meets.
2. Swimmer must have received over half of their training with Storm Aquatics during the year the record is broken.

Examples -

- College Student – College Students who swim on their college’s team gets more than half of their training with that team and their times will not be placed on our record boards.
 - Swimmer transferring from another team – At the time of the record-breaking swim if the swimmer has trained more with their past team, then the times will not be placed on our record boards.
 - Summer League Swimmers #1 – If the Summer League Swimmer has trained with another team during the current season, then that time must be less than the time, they swim with Storm for their times to be placed on our record boards.
 - Summer League Swimmers #2 – If the Summer League Swimmer has not trained with another team, then their total season with us is the Summer League Season and then their times will qualify for our record boards as long as their swim takes place during a USA Swimming sanctioned meet.
3. All swimmers must have their Storm Aquatics accounts current.
 4. New records will be posted once a year at the beginning of the season to reflect records broke during the previous season.

Top Ten Rules and Regulations

1. Only times swam during USA Swimming sanctioned meets will be eligible for posting on the Storm Aquatics Top Ten. This includes all sanctioned high school District and State meets.
2. Swimmer must have received over half of their training with Storm Aquatics during the year the record is broken. See Rules and Regulations for Record Boards for examples of this rule.

IM Extreme Challenge

Storm Aquatics would like to challenge all Storm swimmers to complete the IM Ready or Extreme Challenges through USA Swimming. To do this, each swimmer needs to compete in specific events at USA Swimming sanctioned meets depending on their age group during our two seasons.

Following are the requirements needed for each season:

10 & Under			
Short Course Yards	Long Course Meters	Short Course Yards	Long Course Meters
100 Free	100 Free	200 Free	200 Free
50 Back	50 Back	100 Back	100 Back
50 Breast	50 Breast	100 Breast	100 Breast
50 Fly	50 Fly	100 Fly	100 Fly
100 IM	200 IM	200 IM	200 IM
11 & 12 Years Old			
200 Free	200 Free	500 Free	400 Free
50 Back	50 Back	100 Back	100 Back
50 Breast	50 Breast	100 Breast	100 Breast
50 Fly	50 Fly	100 Fly	100 Fly
100 IM	200 IM	200 IM	200 IM
13 – 18 Years Old			
200 Free	200 Free	500 Free	400 Free
100 Back	100 Back	200 Back	200 Back
100 Breast	100 Breast	200 Breast	200 Breast
100 Fly	100 Fly	200 Fly	200 Fly
200 IM	200 IM	200 IM	200 IM
		400 IM	400 IM

Please use the lists above as a checklist to help you when you are entering swim meets. For more information on the IM Extreme Challenge talk to a coach or go to USA Swimming and search for IM Extreme Challenge. Use the link from our website. **If you complete your IM Extreme Challenge, you will receive a printed certificate at either the fall or spring Awards Banquet.**

Athlete Code of Conduct

Coach's Rules

As parents and swimmers, it is essential that we give our coaching staff the respect and authority they deserve. The following list of rules must be adhered to by swimmers during practice and swim meets throughout the swim season.

- Be on time for all scheduled practices and swim meets.
- Listen and look at the coach when they are speaking to you or the group; disruptive talking and horseplay will not be tolerated.
- Respect team members and opponents; never interfere with any other swimmers during practice, meet warm-ups or during competition.
- Do not push anyone into the pool. No diving into the pool without coach permission or supervision.
- Swimmers may only enter the water with the coach's permission.
- Parents should allow the coach to handle discipline, hurt feelings and minor injuries.
- All swimmers must obey all the Pool rules in the locker room, on deck and in the pool, or risk losing swimming and/or locker room privileges.
- Any swimmer who is known to use alcohol, drugs, or tobacco, or vaping in any form is subject to suspension from the team.
- At all club functions, whether practice, meets or social gatherings, it is expected that each swimmer behaves in such a way that their actions reflect positively on the team.

Be Prepared for Practice and Meets

- Swimmers must be ready to participate in practice when practice begins; this means that swimmers are dressed and have their equipment poolside.
- Swimmers should eat an appropriate amount and type of food before practice to allow them the energy to make it through practice.
- Swimmers should use the bathroom before practice or between events at a meet.
- During meets, swimmers need to be on time to their events. Coaches do not have the ability to ensure that each and every swimmer gets to the proper place on time.
- Swimmers should talk to their coach before and after each of their events.
- All swimmers must bring and use a water bottle during practice.

Contact the Coaches

Our coaches are very busy during practice. The best way to speak with the coaches is to meet them after practice. They usually make themselves available for a short while to answer questions, provide information, etc. Another very effective way of contacting our coaches is through email. The coaches will either respond via email or make arrangements to meet with you either before or after practice to discuss your concerns or questions.

Athlete Name Printed	Athlete Signature	Date
Parent or Legal Guardian Printed	Parent or Legal Guardian Signature	Date

Coaches Code of Conduct

Penalized Activities Examples

- Intimidating behavior towards swimmers, parents, other coaches, or other third parties
- Unnecessarily and intentionally disrupting other coaches or other groups' workout
- Jeopardizing the team's safety by asking swimmers to do things that would likely result in injury
- Asking athletes to break the team's rules, or the facility's rules
- Disrespectful attitude toward the team or anyone associated with the sport including swimmers, other coaches, officials
- Use of foul language, particularly in front of athletes
- Neglecting duties, including being late, not showing up, or leaving a practice or competition (without due cause or notice)
- Potential grooming behaviors, including giving inappropriate gifts to athletes showing favoritism
- Knowingly asking athletes to violate MAAPP, including having them speak with you in a location that is not observable by a third party. This *does not* mean that the coaches need to have an active third party listening in on every conversation
- Discriminating against swimmers based on gender, race/ethnicity, economic status, or sexual orientation

Suspension or Expulsion

These will not be a disciplinary process for these situations, they require a touch no tolerance approach.

- Physical violence- in action or in speech, or other forms of physical abuse
- Vandalism or destruction of pool property
- Sexual misconduct- in action or in speech
- Theft
- Asking anyone associated with the team to break the law, particularly by doing any of the acts above, or asking a minor to consume drugs, tobacco or alcohol
- Coaching while under the influence of alcohol, marijuana, or hard drugs Pattern of grooming behaviors directed at any minor
- Pattern of behavior demonstrating a disregard for MAAPP
- Bullying behaviors, particularly toward anyone associated the sport, online or in person
- A pattern of sexist, racist or other discriminatory behavior

Parent Code of Conduct

Make every effort to have your swimmers at practice on time. Realize that your child is working hard and give all the support you can. Encourage good diet and sleeping habits. The greatest contribution you can make to your swimmer's progress is to be a loving, supportive parent.

- Remember that the coaches want to be very focused on our swimmers during practice and at swim meets. Parents should refrain from distracting the coaches during those times and are encouraged to communicate with the coaches either before or after the event.
- Parents should allow the coach to handle discipline, hurt feelings and minor injuries.
- At all club functions, whether practice, meets or social gatherings, it is expected that each parent behaves in such a way that their actions reflect positively on the team.
- Parents represent our team in and out of the water at all times. Any social media posting or comment regarding your team or coaches must be respectful and follow this code of conduct.
- Disciplinary action will follow that outlined in the Athlete Code of Conduct
- A PARENT parents and a COACH coaches.

The following article *The Ten Commandments for Parents of Athletic Children*, reprinted from "The Young Athlete" by Bill Burgess, offers useful and sound advice on communicating with your swimmer.

1. Make sure your child knows that – win or lose, scared or heroic – you love them, appreciate their efforts and are not disappointed in them. This will allow them to do their best without a fear of failure. Be the person in their life they can look to for constant positive reinforcement.
2. Try your best to be completely honest about your child's athletic ability, competitive attitude, sportsmanship and actual skill level.
3. Be helpful, but don't coach him or her on the way to the pool or on the way back, or at breakfast and so on. It's tough not to, but it's a lot tougher for the child to be inundated with advice, pep talks and, often critical, instruction.
4. Teach them to enjoy the thrill of competition, to be "out there trying," to be working to improve his or her swimming skills and attitudes. Help them to develop the feel for competing, for trying hard, for having fun.
5. Try not to re-live your athletic life through your child in a way that creates pressure; you lost as well as won. You were frightened, you backed off at times and you were not always heroic. Don't pressure your child because of your pride. Athletic children need their parents, so you must not withdraw. Just remember there is a thinking, feeling, sensitive free spirit out there in that uniform who needs a lot of understanding, especially when his world turns bad. If they are comfortable with you, win or lose, they are on their way to maximum achievement and enjoyment.
6. Don't compete with the coach. If the coach becomes an authority figure, it will run from enchantment to disenchantment with your athlete.
7. Don't compare the skill, courage or attitudes of your child with other members of the team, at least within their hearing.

8. Get to know the coach so that you can be assured that their philosophy, attitudes, ethics and knowledge are such that you are happy to have your child under their leadership.
9. Always remember that children tend to exaggerate, both when praised and when criticized. Temper your reaction and investigate before over-reacting.
10. Make a point of understanding courage and the fact that it is relative. Some of us can climb mountains and are afraid to fight. Some of us will fight but turn to jelly if a bumble bee approaches. Everyone is frightened in certain areas. Explain that courage is not the absence of fear, but a means of doing something despite fear.

Storm Aquatics Discipline Procedure

The coaching staff will evaluate each behavior issue as it presents itself and will have the flexibility to make whatever judgment call is necessary to promote the health and safety of the team. Adults (parents, guardians, spectators) are also subject to team discipline for offensive and disruptive behavior at any team events.

Discipline Process

- First offense – Warning
- Second offense – Removal from pool for ten minutes
- Third offense – Removal from workout. Parent and Board informed of action and offense.
- If a swimmer is asked to leave practice two or more times in a month, a parent or guardian will be required to attend all practices, meets, or team events that the swimmer is at for a 30 day period following the last offense.
- Swimmers who repeat the third offense behavior within the same month can be suspended from team participation.

Penalized Activities Examples

- Threatening/Intimidating behavior
- Intentionally disruptive lane/workout behavior
- Talking while the coach is talking
- Disrespectful attitude or behavior
- Foul language

Suspension

- One week or more, determined case by case; dues and fees will not be prorated.
- Length of suspension will be determined by the coach and/or the Board.

IMMEDIATE Suspension or Expulsion

These will not be a disciplinary process for these situations, it requires a no tolerance approach.

- Physical violence- in action or in speech
- Vandalism or destruction of pool property
- Sexual misconduct- in action or in speech
- Theft
- Drug, alcohol, vaping, or tobacco use

Failure to comply with these disciplinary rules can result in expulsion.

Appeals

Any appeals to suspension or disciplinary action must be submitted in writing to the coach and board to determine appropriate action.

PNS Concussion Information

A concussion is a brain injury, and all brain injuries are serious. They are caused by a bump, blow, or jolt to the head, or by a blow to another part of the body with the force transmitted to the head. They can range from mild to severe and can disrupt the way the brain normally works. Even though most concussions are mild, **all concussions are potentially serious and may result in complications including prolonged brain damage and death if not recognized and managed properly.** In other words, even a “ding” or a bump on the head can be serious. You can’t see a concussion and most sports concussions occur without loss of consciousness. Signs and symptoms of concussion may show up right after the injury or can take hours or days to fully appear. If your child reports any symptoms of concussion, or if you notice the symptoms or signs of concussion yourself, seek medical attention right away.

Symptoms may include one or more of the following:

- Headaches
- “Pressure in head”
- Nausea or vomiting
- Neck pain Balance problems or dizziness
- Blurred, double, or fuzzy vision
- Sensitivity to light or noise
- Feeling sluggish or slowed down
- Feeling foggy or groggy
- Drowsiness
- Change in sleep patterns
- Amnesia
- “Don’t feel right”
- Fatigue or low energy
- Sadness
- Nervousness or anxiety
- Irritability
- More emotional
- Confusion
- Concentration or memory problems (forgetting game plays)
- Repeating the same question/comment

Signs observed by teammates, parents and coaches include:

- Appears dazed
- Vacant facial expression
- Confused about assignment
- Forgets plays
- Is unsure of game, score, or opponent
- Moves clumsily or displays incoordination
- Answers questions slowly
- Slurred speech
- Shows behavior or personality changes
- Can’t recall events prior to hit
- Can’t recall events after hit
- Seizures or convulsions
- Any change in typical behavior or personality
- Loses consciousness

What can happen if my child keeps on playing with a concussion or returns too soon?

Athletes with the signs and symptoms of concussion must be removed from play immediately. Continuing to play with the signs and symptoms of a concussion leaves the young athlete especially vulnerable to greater injury. There is an increased risk of significant damage from a concussion for a period of time after that concussion occurs, particularly if the athlete suffers another concussion before completely recovering from the first one. This can lead to prolonged recovery, or even to severe brain swelling (second impact syndrome) with devastating and even fatal consequences. It is well known that adolescent or teenage athlete will often under report symptoms of injuries. And concussions are no different. As a result, education of administrators, coaches, parents and athletes is the key for athlete safety.

If you think your child has suffered a concussion

Any athlete even suspected of suffering a concussion must be removed from the meet or practice immediately. No athlete may return to activity after an apparent head injury or concussion, regardless of how mild it seems or how quickly symptoms clear, without medical clearance. Close observation of the athlete should continue for several hours. The new “Zackery Lystedt Law” in Washington now requires the consistent and uniform implementation of long and well- established return to play concussion guidelines that have been recommended for several years:

“a youth athlete who is suspected of sustaining a concussion or head injury in a practice or game shall be removed from competition at that time”

and

“...may not return to play until the athlete is evaluated by a licensed health care provider trained in the evaluation and management of concussion and received written clearance to return to play from that health care provider”.

You should also inform your child’s coach if you think that your child may have a concussion Remember it’s better to miss one meet or practice than miss the whole season. And when in doubt, the athlete sits out.

For current and up-to-date information on concussions you can go to:

<https://www.cdc.gov/headsup/youthsports/index.html>

This form must be signed and dated by BOTH athlete and parent or guardian BEFORE the athlete can participate in practice or competition.

_____ Athlete Name Printed	_____ Athlete Signature	_____ Date
_____ Parent or Legal Guardian Printed	_____ Parent or Legal Guardian Signature	_____ Date

Minor Athlete Abuse Prevention Policy 2.0 (Effective 9-1-2021)

This Policy Applies to:

In-Program Contact: Any contact (including communications, interactions or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport. Examples include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions, pre/post event meals or outings, team travel, video review, team- or sport-related team building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community services, sport education, competition site visits, conventions and/or summits.

Adult Participants: Any adult 18 years of age or older who is a:

- USA Swimming member, either athlete or non-athlete;
- Participating non-member (e.g., meet marshals, meet computer operators, timers, etc.);
- Authorized, approved or appointed by USA Swimming, Zones, Local Swimming Committees (“LSCs”) or member clubs to have regular contact with (e.g., ongoing interactions during a 12-month period wherein the individual is in a role of active engagement) or authority over Minor Athletes; and/or
- Within the governance or disciplinary jurisdiction of USA Swimming, Zones, LSCs or member clubs.

General Requirement

USA Swimming Zones, LSCs and member clubs are required to implement this Minor Athlete Abuse Prevention Policy in full. The Minor Athlete Abuse Prevention Policy must be reviewed and agreed to in writing by all athletes, parents/legal guardians, coaches and other non-athlete members of member clubs on an annual basis with such written agreement to be retained by the club or LSC, as applicable.

Definitions

Athlete: A USA Swimming athlete member.

Authority: When one person’s position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person (e.g., when a power imbalance exists).

Dual Relationship: When an Adult Participant has a relationship with a Minor Athlete that is outside of the sport program. Examples of Dual Relationships include, but are not limited to, family members, mental health professionals, teachers, medical professionals and family friends.

Emergency Circumstances: A serious, unexpected and possibly dangerous situation that requires quick action and cannot be avoided. Emergency circumstances include, but are not limited to: a physical, mental or emotional medical emergency involving the Minor Athlete, relative of the Minor Athlete or relative of an Adult Participant; a Minor Athlete’s suicidal ideations/behavior; a report of abuse; a severe weather event; and last-minute practice changes.

Electronic Communication: Includes, but not limited to, phone calls, emails, videoconferencing, video coaching, text-messaging and social media.

Event or Facility Under Partial or Full Jurisdiction: Includes any USA Swimming sanctioned event (including all travel and lodging in connection with participation in the event) or any facility that USA Swimming, Zones, LSCs or member clubs owns, leases or rents for practice, training or competition.

In-Program: Activities related to participation in sport. Examples include, but are not limited to: competition, practices, meetings, camps/clinics, training/instructional sessions, pre/post event meals or outings, team travel, video review, team- or sport-related team building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community services, sport education, competition site visits, conventions, conferences, summits and/or workshops.

In-Program Contact: Any contact (including communications, interactions or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport. Examples include, but are not limited to contact occurring at or related to: competition, practices, meetings, camps/clinics, training/instructional sessions, pre/post event meals or outings, team travel, video review, team- or sport-related team building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community services, sport education, competition site visits, conventions, conferences, summits and/or workshops.

In-Program Massage: Any Massage involving an Adult Participant and any Minor Athlete(s) related to participation in sport. Examples include, but are not limited to Massage occurring at or related to: competition, practices, meetings, camps/clinics, training/instructional sessions, pre/post event meals or outings, team travel, video review, team- or sport-related team building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community services, sport education, competition site visits, conventions, conferences, summits and/or workshops.

In-Program Travel: Any transportation or travel involving an Adult Participant and any Minor Athlete(s) related to participation in sport authorized or funded by the Organization. Examples include, but are not limited to transportation or travel to or related to: competition, practices, meetings, camps/clinics, training/instructional sessions, pre/post event meals or outings, team travel, video review, team- or sport-related team building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community services, sport education, competition site visits, conventions, conferences, summits and/or workshops.

Massage: Any massage, rubdown, athletic training modality including physical modalities (e.g., stretching, physical manipulation, injury rehabilitation, etc.) and electronic or instrument assisted modalities (e.g., stim treatment, dry needling, cupping, etc.).

Minor Athlete: An athlete under 18 years of age who is a USA Swimming member or was a USA Swimming member within the previous 12 months.

Organization: Storm Aquatics

Exceptions

[Note: Exceptions apply only where specified]

Close-In-Age Exception: In-Program Contact between an Adult Participant and a Minor Athlete is permitted if:

- The Adult Participant has no authority over the Minor Athlete; and
- The Adult Participant is not more than four years older than the Minor Athlete.

Dual Relationship Exception: An Adult Participant has a dual role or relationship with a Minor Athlete. This exception requires written consent of the Minor Athlete's parent/legal guardian at least annually.

One-on-one Interactions

Observable and Interruptible

All one-on-one In-Program Contact interactions between a Minor Athlete and an Adult Participant must occur at an observable and interruptible distance from another adult, except:

- In emergency circumstances.
- When a Dual Relationship exists; and/or
- When the Close-In-Age Exception applies.

Meetings and Individual Training Sessions

Meetings

Meetings between a Minor Athlete and an Adult Participant may only occur if another adult is present and where interactions can be easily observed and at an interruptible distance from another adult.

If a one-on-one meeting takes place, the door to the room must remain unlocked and open. If available, it must occur in a room that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

Meetings must not be conducted in an Adult Participant or Athlete's hotel room or other overnight lodging location during In-Program Travel.

Meetings with Licensed Mental Health Care Professionals and/or Health Care Providers

If a licensed mental health care professional and/or health care provider meets one-on-one with a Minor Athlete at an Event or Facility Under Partial or Full Jurisdiction of the Organization in conjunction with participation, the meeting must be observable and interruptible by another adult, except if:

- The door remains unlocked;
- Another adult is present at the facility;
- The other adult is advised that a closed-door meeting is occurring although the Minor Athlete's identity does not need to be disclosed;
- The Organization is notified that the licensed mental health care professional and or health care provider will be meeting with a Minor Athlete; and

- The licensed mental health care professional and/or health care provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

Individual Training Sessions

In-Program one-on-one individual training sessions outside of the regular course of training and practice between Adult Participants and Minor Athletes must be observable and interruptible by another adult, except:

- When a Dual Relationship exists; and/or
- When the Close-In-Age Exception applies.
- The Adult Participant providing the individual training session must receive advance, written consent from the Minor Athlete's parent/legal guardian at least annually, with a copy provided to the Organization Name, which can be withdrawn at any time.
- Parents/legal guardians must be allowed to observe the individual training session.

Electronic Communications

Content

All electronic communication from Applicable Adults to minor athletes must be professional in nature.

Open and Transparent

If an Adult Participant communicates one-on-one with a Minor Athlete via Electronic Communications, the Minor Athlete's parent/legal guardian must be copied or included. If a Minor Athlete communicates to the Adult Participant privately first, said Adult Participant must copy or include the Minor Athlete's parent/legal guardian on any Electronic Communication response to the Minor Athlete. Adult Participants must only use Electronic Communication platforms that allow for Open and Transparent communication.

The following exceptions apply:

- In emergency circumstances;
- When a Dual Relationship exists; and/or
- When the Close-In-Age Exception applies.
- When an Adult Participant communicates electronically to the entire team or any number of Minor Athletes on the team, said Adult Participant must copy another Adult Participant.

Requests to Discontinue

Parents/legal guardians may request in writing that their Minor Athlete not be contacted through any form of electronic communication by the Organization or by an Adult Participant subject to this Policy. The Organization must abide by any such request that the Minor Athlete not be contacted via electronic communication, or included in any social media post, absent emergency circumstances.

Hours

Electronic communications must only be sent between the hours of 5:00 a.m. and 9:00 p.m. local time for the location of the Minor Athlete, unless emergency circumstances exist, or during competition travel.

Prohibited Electronic Communication

Adult Participants are not permitted to maintain private social media connections with Minor Athletes and such Adult Participants are not permitted to accept new personal page requests on social media platforms from Minor Athletes, unless the Adult Participant has a fan page, or the contact is deemed as celebrity contact as opposed to regular contact. Existing social media connections with Minor Athletes must be discontinued. Minor Athletes may “friend”, “like” or “follow” the Organization’s official page.

Adult Participants must not send private, instant, or direct messages to a Minor Athlete through social media platforms.

The following exceptions apply:

- When a Dual Relationship exists; and/or
- When the Close-In-Age Exception applies.

In Program Travel and Lodging

Travel

During In-Program Travel, observable and interruptible environments must be maintained.

An Adult Participant must not transport a Minor Athlete one-on-one during In-Program Travel and must always transport at least two Minor Athletes or another Adult Participant, except:

- In emergency circumstances;
- When a Dual Relationship exists;
- When the Close-In-Age Exception applies; and/or
- The Minor Athlete’s parent/legal guardian has provided, at least annually, written consent for the Adult Participant to transport the Minor Athlete one-on-one, which can be withdrawn at any time.
- Adult Participants, including team managers and chaperones, who travel with the Organization must be USA Swimming non-athlete members of USA Swimming.

It is recommended that Adult Participants who are parents/legal guardians of Minor Athletes must pick up their Minor Athlete first and drop off their Minor Athlete last in any shared or carpool travel arrangement.

Lodging

- An Adult Participant must not share hotel room, sleeping arrangement or overnight lodging location with an Athlete.

- During In-Program Travel, all In-Program Contact in a hotel room, sleeping arrangement or overnight lodging location between an Adult Participant and a Minor Athlete must be observable and interruptible.
- During In-Program Travel, when doing room checks, two-deep leadership (two Adult Participants should be present) and observable and interruptible environments must be maintained.

The following exceptions apply:

- When a Dual Relationship exists, the Adult Participant is not a coach, and the Minor Athlete's parent/legal guardian has provided advance, written consent for the lodging arrangement; and/or
- When the Close-In-Age Exception applies and the Minor Athlete's parent/legal guardian has provided advance, written consent for the lodging arrangement.
- Minor Athletes should be paired to share a hotel room, sleeping arrangement or overnight lodging location with other Minor Athletes of the same competition category and of similar age.

Written Consent

A Minor Athlete's parent/legal guardian must provide written consent, at least annually, for all In-Program Travel and lodging during In-Program Travel, which can be withdrawn at any time.

Meetings

Meetings during In-Program Travel must be conducted consistent with the One-on-One Interactions section of this Policy (e.g., any such meeting must be observable and interruptible).

Meetings must not be conducted in an Adult Participant or athlete's hotel room or other overnight lodging location during In-Program Travel.



WRITTEN PERMISSION FOR AN UNRELATED APPLICABLE ADULT TO PROVIDE LOCAL TRANSPORTATION TO MINOR ATHLETE

I, _____, legal guardian of _____, a minor athlete, give express written permission, and grant an exception to the Minor Athlete Abuse Prevention Policy for _____, an unrelated Applicable Adult to provide local vehicle transportation to _____ (minor athlete) to _____ (destination) on _____ (date(s)) at _____ (approximate time), and further acknowledge that this written permission is valid only for the transportation on the specified date and to the specified location.

Legal Guardian Signature: _____ Date: _____



WRITTEN PERMISSION FOR AN UNRELATED APPLICABLE ADULT TO TRAVEL TO COMPETITION ALONE WITH MINOR ATHLETE

I _____, legal guardian of _____, a minor athlete, give express written permission, and grant an exception to the Minor Athlete Abuse Prevention Policy for _____ (minor athlete), to travel with _____ (Applicable Adult), to travel from _____ (point of origin) to _____ (destination) to attend the _____ (name of competition) from _____ to _____ (dates of travel to competition).

I acknowledge that _____ (minor athlete) cannot share a hotel room, sleeping arrangement or other overnight lodging location with _____ (Applicable Adult) at any time. I further acknowledge that this written permission is valid only for the dates and location specified herein.

Legal Guardian Signature: _____

Date: _____



WRITTEN PERMISSION FOR AN UNRELATED ADULT ATHLETE TO SHARE THE SAME HOTEL, SLEEPING ARRANGEMENT OR OVERNIGHT LODGING LOCATION WITH MINOR ATHLETE

I, _____, legal guardian of _____, a minor athlete, give express written permission, and grant an exception to the Minor Athlete Abuse Prevention Policy for _____ (minor athlete), to stay in the same hotel room of, or share a sleeping arrangement or other overnight lodging location

with _____ (unrelated adult athlete)

At _____ (location of hotel room or other overnight lodging location) from _____ to _____ (dates of applicable rooming arrangement). I

further acknowledge that this written permission is valid only for the dates and location specified herein.

Legal Guardian Signature: _____

Date: _____

Locker Rooms and Changing Areas

Requirement to Use Locker Room or Changing Area

The designated locker room or changing area must be used when an athlete or Adult Participant changes, in whole or in part, into or out of a swimsuit when wearing just one suit (e.g., deck changing is prohibited).

Observable and Interruptible

All In-Program Contact between Adult Participants and Minor Athletes in a locker room, changing area or similar space must be observable and interruptible, except:

- In emergency circumstances;
- A Dual Relationship exists; and/or
- The Close-In-Age exception applies.

Private or Semi-Private Space for Minor Athletes

The Organization must provide a private or semi-private place for Minor Athletes that need to change clothes or undress at Events or Facilities Under Partial or Full Jurisdiction of the Organization.

Use of Recording Devices

Use of any device's (including a cell phone's) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, changing areas, or similar spaces by a Minor Athlete or an Adult Participant is prohibited.

Undress

Adult Participants must not change clothes or behave in a manner that intentionally or recklessly exposes his or her breasts, buttocks, groin, or genitals to a Minor Athlete under any circumstance. An Adult Participant must not request a Minor Athlete to expose the Minor Athlete's breasts, buttocks, groin, or genitals to the Adult Participant under any circumstance. Nothing in this section shall be construed to apply to areas of the body exposed while wearing swimwear which conforms to the current concept of the appropriate for the individual's competition category.

Showers

Adult Participants must not shower with Minor Athletes unless:

- The Adult Participant meets the Close-in-Age Exception; and/or
- The shower is part of a pre- or post-activity rinse while wearing swimwear.
- Parents/legal guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participants during In-Program Contact. The Organization must abide by such a request.

Monitoring

The Organization must regularly and randomly monitor the use of locker rooms and changing areas to ensure compliance with this Policy. Locker rooms and changing areas may be monitored by use of the following methods:

- Conducting a sweep of the locker room or changing area before athletes arrive;
- Posting staff directly outside the locker room or changing area during periods of use;
- Leaving the doors open when adequate privacy is still possible; and/or
- Making occasional sweeps of the locker rooms or changing areas with women checking on female locker rooms and men checking on male locker rooms.

Every effort must be made to recognize when a Minor Athlete goes to the locker room or changing area during practice and competition, and, if the Minor Athlete does not return in a timely fashion, to check on the Minor Athlete's whereabouts.

Parents/legal guardians in Locker Rooms or Changing Areas

If a parent/legal guardian enters a locker room or changing area, it must only be a parent/legal guardian of the same competition category and the parent/legal guardian should notify a coach or administrator in advance.

Massages and Rubdown/Athlete Training Modalities

General Requirement

Any In-Program Massage performed on an athlete must be conducted in an observable and interruptible location and must be performed by a licensed massage therapist or other certified professional.

However, even if a coach is a licensed massage therapist, the coach must not perform a rubdown or massage of an athlete under any circumstance.

Additional Minor Athlete Requirements

- Written consent by a parent/legal guardian must be obtained in advance at least annually by the licensed massage therapist or other certified professional which can be withdrawn at any time.
- Parent/legal guardians must be allowed to observe the Massage, except for competition or training venues that limit credentialing.
- Any Massage of a Minor Athlete must be done with at least one other Adult Participant physically present and must never be done with only the Minor Athlete and the person performing the Massage in the room.
- Any Massage of a Minor Athlete must be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered. Nothing in this section shall be construed to apply to areas of the body exposed while wearing swimwear which conforms to the current concept of the appropriate for the individual's competition category.
- [Recommended] Any Massage of a Minor Athlete must only occur after a proper diagnosis from a treating physician and be done during care according to the physician's treatment plan.



PERMISSION FOR A LICENSED MASSAGE THERAPIST OR OTHER CERTIFIED PROFESSIONAL OR HEALTH CARE PROVIDER TO TREAT A MINOR ATHLETE

I, _____, legal guardian of _____, a minor athlete, give express written permission, and grant an exception to the Minor Athlete Abuse Prevention Policy for _____ (massage therapist or other certified professional) to provide a massage, rubdown and/or athletic training modality for _____ (athlete) on _____ (date) at _____ (location). The massage, rubdown or athletic training modality must be done with at least one other adult present in the room and must never be done with only _____ (athlete) and _____ (massage therapist or other certified professional) in the room. I acknowledge that I have the right to observe the massage, rubdown or athletic training modality. I further acknowledge that this written permission is valid only for the dates and location specified herein.

Legal Guardian Signature: _____

Date: _____

Storm Locker Room Policy

Storm Aquatics has partnered with the facility lifeguard staff to monitor the LSHS pool locker rooms. Locker rooms are monitored at the end of each lifeguard changing shift. Approximately every 15 min. The main locker room doors are monitored by office staff. Locker rooms are open to public using the facility. Parents of same gender athletes may assist their swimmers in the locker room if needed. Family bathrooms are available for athletes needing assistance from a parent that is not the same gender. Lifeguard staff who observe misconduct in the locker rooms will immediately inform coaching staff and disciplinary procedures will be followed.

Cell phones are NOT allowed in locker rooms.

Action Plan to Address Bullying

Purpose

Bullying of any kind is unacceptable at Storm Aquatics and will not be tolerated. Bullying is counterproductive to team spirit and can be devastating to a victim. Storm Aquatics 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.

Objectives of Storm Aquatic's Bullying Policy and Action Plan

To make it clear that Storm Aquatics will not tolerate bullying in any form. To define bullying and give all board members, coaches, parents and swimmers a good understanding of what bullying is. To make it known to all parents, swimmers and coaching staff that there is a policy and protocol should any bullying issues arise. To make how to report bullying clear and understandable. To spread the word that Storm Aquatics takes bullying seriously and that all swimmers and parents can be assured that they will be supported when bullying is reported.

What is Bullying?

Generally, bullying is the use of aggression, whether intentional or not, which hurts another person. Bullying results in pain and distress.

Bullying is the severe or repeated use, regardless of when or where it may occur, by one or more Storm Aquatics 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;

Placing the other member in reasonable fear of harm to himself/herself or of damage to his/her property; Creating a hostile environment for the other member at any Storm Aquatics activity;

Infringing on the rights of the other member at any Storm Aquatics activity; or Materially and substantially disrupting the training process or the orderly operation of any Storm Aquatics 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 your parents; Talk to a Storm Aquatics Coach, Board Member, or other designated individual; Write a letter or email to the Storm Aquatics Coach, Board Member, or other designated individual; Make a report to the USA Swimming Safe Sport staff.

There is no express time limit for initiating a complaint under this procedure, but every effort should be made to bring the complaint to the attention of the appropriate Storm Aquatics leadership 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 We Handle Bullying

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

Intervene immediately. It is okay to get another adult to help. Separate the kids involved. Make sure everyone is safe. Meet any immediate medical or mental health needs. Stay calm. Reassure the kids involved, including bystanders. Model respectful behavior when you intervene.

If bullying is occurring at Storm Aquatics or it is reported to be occurring at Storm Aquatics, we address the bullying by **FINDING OUT WHAT HAPPENED** and **SUPPORTING THE KIDS INVOLVED** using the following approach:

FINDING OUT WHAT HAPPENED

First, we get the facts.

- Keep all the involved children separate. Get the story from several sources, both adults and kids. Listen without blaming. Don't call the act "bullying" while you are trying to understand what happened.
- It may be difficult to get the whole story, especially if multiple athletes are involved or the bullying involves social bullying or cyber bullying . Collect all available information. Then, we determine if it's bullying. There are many behaviors that look like bullying but require different approaches. It is important to determine whether the situation is bullying or something else.
- Review the USA Swimming definition of bullying; To determine if the behavior is bullying or something else, consider the following questions:
- 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? Remember that it may not matter “who started it.” Some kids who are bullied may be seen as annoying or provoking, but this does not excuse the bullying behavior. Once you have determined if the situation is bullying, support all of the kids involved.

SUPPORTING THE KIDS INVOLVED

- Support the kids who are being bullied
- Listen and focus on the child. Learn what’s been going on and show you want to help. Assure the child that bullying is not their fault. Work together to resolve the situation and protect the bullied child. The child, parents, and fellow team members and coaches may all have valuable input. It may help to:
 - Ask the child being bullied what can be done to make him or her feel safe. Remember that changes to routine should be minimized. He or she is not at fault and should not be singled out. For example, consider rearranging lane assignments for everyone. If bigger moves are necessary, such as switching practice groups, the child who is bullied should not be forced to change.
 - Develop a game plan. Maintain open communication between Storm Aquatics and parents. Discuss the steps that will be taken and how bullying will be addressed going forward. Be persistent. Bullying may not end overnight. Commit to making it stop and consistently support the bullied child.

Address bullying behavior

- Make sure the child knows what the problem behavior is. Young people who bully must learn their behavior is wrong and harms others. Show kids that bullying is taken seriously. Calmly tell the child that bullying will not be tolerated. Model respectful behavior when addressing the problem. Work with the child to understand some of the reasons he or she bullied. For example:
 - Sometimes children bully to fit in or just to make fun of someone is a little different from them. In other words, there may be some insecurity involved.
 - Other times kids act out because something else—issues at home, abuse, stress—is going on in their lives. They also may have been bullied. These kids may be in need of additional support. Involve the kid who bullied in making amends or repairing the situation. The goal is to help them see how their actions affect others. For example, the child can:
 - Write a letter apologizing to the athlete who was bullied. Do a good deed for the person who was bullied, for Storm Aquatics, or for others in your community. Clean up, repair, or pay for any property they damaged. Avoid strategies that don’t work or have negative consequences:
 - Zero tolerance or “three strikes, you’re out” strategies don’t work. Suspending or removing from the team swimmers who bully does not reduce bullying behavior. Swimmers may be less likely to report and address bullying if suspension or getting kicked off the team is the consequence. Conflict resolution and peer mediation don’t work for bullying. Bullying is not a conflict between people of equal power who share equal blame. Facing those who have bullied may further upset kids who have been bullied. Follow-up. After the bullying issue is resolved, continue finding ways to help the child who bullied to understand how what they do affects other people. For example, praise acts of kindness or talk about what it means to be a good teammate.

Support bystanders who witness bullying

Every day, kids witness bullying. They want to help, but don't know how. Fortunately, there are a few simple, safe ways that athletes can help stop bullying when they see it happening.

Be a friend to the person being bullied; Tell a trusted adult – your parent, coach, or Storm Aquatics board member;

Help the kid being bullied get away from the situation. Create a distraction, focus the attention on something else, or offer a way for the target to get out of the situation. "Let's go, practice is about to start." Set a good example by not bullying others. Don't give the bully an audience. Bullies are encouraged by the attention they get from bystanders. If you do nothing else, just walk away.

Grievance Policy

The Storm Aquatics Grievance Procedure provides swimmers, parents, coaches, club leaders and employees a system to address and report grievances in a productive, systematic way. Following these Procedures provides the appropriate parties a means to properly investigate, intervene, and take disciplinary action when needed.

Where to Report

- For issues dealing with sexual misconduct, sexual harassment and/or sexually explicit or inappropriate communication through social media:
U.S. Center for SafeSport: 720-524-5640 or <https://safesport.i-sight.com/portal>
- For issues dealing with physical abuse, emotional abuse, criminal charges and the use, sale or distribution of illegal drugs:
USA Swimming Safe Sport: safesport@usaswimming.org or <https://fs22.formsite.com/usaswimming/form10/index.html>
- For issues dealing with known or suspected child abuse:
Lake Stevens Police Department: Phone: (425) 334-9537
- For issues dealing with peer-to-peer bullying, coach-athlete bullying, parent issues, violations of the Storm Aquatics Code of Conduct and violations of the Minor Athlete Abuse Prevention Policy. These issues are handled at the club level following the procedures outlined below.

Whom to Notify of a Grievance (Chain of Command)

Regarding the Conduct of a Swimmer

Contact the swimmer's coach. Should a parent or swimmer feel another swimmer's conduct is inappropriate or violates the Storm Aquatics Code of Conduct, the parent/swimmer should discuss these concerns with the coach of the swimmer responsible for the violation (Responsible Coach). This complaint should be made in person or in writing. Coaches will ensure the Storm Aquatics Board of Directors is notified of the complaint and will participate in assessing behavior.

Regarding the Conduct of an Assistant or Age Group Coach

Contact the Head Coach. Should a parent or swimmer feel an Assistant or Age Group Coach's conduct is inappropriate or in violation of any Club policies or procedures, the parent/swimmer should notify the Head Coach of this violation. This complaint should be made in person or in writing. The Head Coach will ensure that the Storm Aquatics Board of Directors is notified of the complaint and will participate in assessing behavior.

Regarding Conduct of Head Coach

Notify the Storm Aquatics Board President (president@stormaquatics.net). Should a parent or swimmer feel the Head Coach's conduct is inappropriate or violates any Club policies or procedures, the parent/swimmer should notify the President of the Board of Directors of this violation. This complaint should be made in person or in writing. If the President is not immediately available, this complaint may be presented to any member of the Board of Directors, with notification made in writing to the President. This complaint will be subject to review and discussion by the full Board of Directors.

Regarding Board of Director Member Conduct

Notify the Storm Aquatics Board President (president@stormaquatics.net). Should a parent or swimmer feel a Director's conduct is inappropriate or violates any Club policies or procedures, the parent/swimmer should notify the Board President of this violation in person or in writing. If the Board President is the Director whose conduct is in question, the Board Vice President should be notified in writing or in person instead of the Board President. This complaint will be reviewed and discussed by the full Board of Directors.

Regarding Parent or Swim Official Conduct

Notify the Head Coach and Board President (president@stormaquatics.net). Should a parent or swimmer feel another Storm Aquatics parent's or an official's conduct is inappropriate or violates any Club policies or procedures, the parent/swimmer should notify the Head Coach and Board President of this violation in person or in writing. This complaint will be reviewed and discussed by the full Board of Directors.

Note: With the exception of issues which immediately affect the health and safety of swimmers, all matters should be discussed before or after a coaching session, as coaches should not be expected to deal with issues during water time.

How Grievances Will Be Handled

The Board of Directors have the authority to impose penalties for infractions of the Storm Aquatics Athlete, Parent and Coach Codes of Conduct or any behavior(s) they deem not conducive to the best interests of the Club or other swimmers. Consequences are at the sole discretion of the coaches and/or Storm Aquatics Board of Directors and may include, but aren't limited to, verbal warnings, dismissal from practice, contacting parents, temporary suspension from club activities and expulsion. Involved parties will be informed of the processes and range of potential consequences. The U.S. Center for SafeSport, USA Swimming and local law enforcement (if applicable) will be contacted within 24 hours if a coach, parent, or swimmer violates the SafeSport Code for the U.S. Olympic and Paralympic Movements, the USA Swimming Code of Conduct, Athlete Protection Policy, or local laws.

1. **Gathering Information:** The appropriate individuals will contact the person who filed the grievance, and the person against whom the grievance is being filed, to ask questions about what happened. In addition, other witnesses may be contacted for more information. All information will be recorded on the Storm Aquatics grievance procedure form.
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, as well as 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:**
 - a. Nature of the misconduct
 - b. Severity of the misconduct
 - c. Prior disciplinary actions
 - d. Adverse effect of the misconduct
 - e. Application of the Code of Conduct

For more Safe Sport Information go to <http://www.usaswimming.org/protect>