



# CALIFORNIA CAPITAL AQUATICS

Character ❖ Family ❖ Community

PO Box 368 Roseville, CA 95678

CCA is committed to the USA Swimming Safe Sport Programming and Minor Athlete Abuse Prevention Policy (MAAPP). USA Swimming is committed to fostering a fun, healthy, and safe environment for all of its members. Safe Sport also provides policies, education, a reporting structure, and tools that are intended to serve our members as we work together to maintain this safe environment.

## **Action Plan to Address Bullying**

- CCA follows USA Swimming’s Model Policy on Action Plan to Address Bullying and CCA has a No Tolerance policy on Bullying
- CCA and USA Swimming Code of Conduct prohibits bullying. Generally, bullying is the use of aggression, whether intentional or not, which hurts another person. Bullying results in pain and distress.
- Bullying of any kind is unacceptable at CCA and will not be tolerated. Bullying is counterproductive to team spirit and can be devastating to a victim. CCA is committed to providing a safe, caring and friendly environment for all of our members.
- Bullying behavior may include; slander, negative-talk, or insults directed at or made in reference to our Team and Team Members and is strictly prohibited.
- Any social media post that contain slander, insults or harmful comments directed at or made in reference to our Team and Team Members, even without names but where the readers clearly understand the context and intended target is strictly prohibited. If a post on Social Media is deemed to be in violation of Team Policy and you like or comment on that post you may be considered an enabler and can be found in violation.
- Any attempts to divide the team or otherwise discredit or bring discord within the team or broader swim community –in person or on social media – is strictly prohibited.
- Anyone who knows that bullying is happening is expected to tell a coach, board member or athlete/mentor. Every effort should be made to bring the complaint to the attention of the appropriate club leadership as soon as possible so it can be dealt with promptly and effectively.
- If any bullying behavior is reported, the Head Coach and Board of Directors will get the facts to determine if it is bullying, support the bullied kids and address the bullying behavior. *Any behavior found to be bullying will result in immediate disciplinary actions and possible dismissal from the team.*



Building Character Through the Pursuit of Excellence in Competitive Swimming

