the FISH ANTI-BULLYING POLICY – for the Athlete

The USA Swimming Code of Conduct prohibits bullying. The FISH Athlete Code of Conduct prohibits bullying. Bullying of any kind is unacceptable at the FISH, and will not be tolerated.

Bullying is counterproductive to team spirit and can be devastating to a victim. The FISH is committed to providing a safe, caring and friendly environment for all 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 the Club’s Bullying Policy and Action Plan:

1. To make it clear that the FISH will not tolerate bullying in any form.
2. To define bullying and give all board members, coaches, parents and swimmers a good

understanding of what bullying is.

1. To make it known to all parents, swimmers and coaches that there is a policy and

protocol should any bullying issues arise.

1. To make how to report bullying clear and understandable.
2. To spread the word that the FISH 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.

The USA Swimming Code of Conduct defines bullying in 304.3.7. Bullying is the severe or repeated use by one or more USA Swimming members of oral, written, electronic or other technological expression, image, sound, data or intelligence of any nature (regardless of the method of transmission), or a physical act or gesture, or any combination thereof, directed at any other member that to a reasonably objective person has the effect of:

1. causing physical or emotional harm to the other member or damage to the other member’s property;
2. placing the other member in reasonable fear of harm to himself/herself or of damage to his/her property;
3. creating a hostile environment for the other member at any USA Swimming activity;
4. infringing on the rights of the other member at any USA Swimming activity; or
5. materially and substantially disrupting the training process or the orderly operation of

any USA Swimming activity (which for the purposes of this section shall include, without limitation, practices, workouts and other events of a member club or LSC).

REPORTING PROCEDURE

An athlete who feels that he or she has been bullied is asked to do one or more of the following things:

• Talk to their parents;

• Talk to a Coach, Board Member, or other designated individual;

• Write a letter or email their Coach, the Head Coach, Board Member, or other

designated individual;

• Make a report to the USA Swimming Safe Sport staff.

Every effort should be made to bring the complaint to the attention of the appropriate club 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 SHOULD YOU HANDLE 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.

1. Be a friend to the person being bullied;
2. Tell a trusted adult – your parent, coach, or club board member;
3. 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.”

1. Set a good example by not bullying others.
2. 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.

HOW WE HANDLE BULLYING

If you would like to see the specific procedures that the FISH staff uses to deal with bullying, please ask or email any coach, or staff. They will direct you to “the FISH ANTI-BULLYING POLICY – Staff”.