**The FISH Grievance Procedure**

The FISHGrievance Procedure provides swimmers, parents, coaches, club leaders and employees a system to address and report grievances in a productive, systematic way.

Your safety and comfort are the most important thing to The Fish and USA Swimming. If you

have experienced or witnessed something that concerns you or makes you feel uncomfortable, it

is important to talk to someone about it. Please see below for the appropriate procedures for

dealing with particular issues.

*If your concern relates to:*

* **Bullying**
* **unfair treatment**
* **parent issues**
* **general violations of team rules or the Code of Conduct**

Please reach out to Coach Ray at RBenecki@pvfish.org or The Fish Safe Sport Coordinator,

Mike O’Shaughnessy, at oshaughmdc@gmail.com for guidance and support.

*If you have experienced or witnessed inappropriate activity or communication involving an athlete,*

*such as:*

* **Criminal activity**
* **Use, sale, or distribution of illegal drugs**
* **Physical abuse**
* **Inappropriate touching**
* **Lap sitting**
* **Coaches sharing hotel rooms with athletes**
* **Rubdown or massage performed by coaches**
* **Pictures or video taken in locker rooms or changing areas**

Please report the incident immediately to Safe Sport. You can reach out to PVS Safe Sport for

guidance at [PVSSafeSport@gmail.com](mailto:PVSSafeSport@gmail.com), or contact USA Swimming Safe Sport Director Liz Hahn

directly at [ehahn@usaswimming.org](mailto:ehahn@usaswimming.org). You can also file an anonymous report by using the [online reporting form](https://fs22.formsite.com/usaswimming/form10/index.html).

*If you concern deals with any of the following:*

* **Sexual Misconduct**
* **Sexual Harassment**
* **Sexually Explicit/Inappropriate Communication through Social Media**

Please contact the U.S. Center for Safe Sport to make a report right away. Use the [online reporting form](https://safesport.i-sight.com/portal), or call (720) 524-5640. You can also find more information at <https://www.usaswimming.org/safe-sport>.

*If your concern deals with any of the following:*

* **Fraud**
* **Deception**
* **Recruiting**

Please contact Ray Benecki at [rbenecki@pvfish.org](mailto:rbenecki@pvfish.org) or USA Swimming at usaswimming.org using the [Online Reporting Form](https://fs22.formsite.com/usaswimming/form10/index.html)