



With the recent media coverage regarding USA Swimming's efforts to prevent abuse in swimming, we wanted to detail to each Rays family the policies and procedures Rays has in place that protect each of our athletes. The protections apply to all USA Swimming members who are 18 and under. They are in place to prevent the most tragic of abuses – sexual abuse. Each policy and procedure eliminates a possible situation in which abuse could occur.

USA Swimming Mandatory Travel Policy, Electronic Communication Policy, Bullying Policy:

An athlete may not travel alone with a coach. This includes travel trips, rides to and from practice, or any other travel. In the event an athlete must alone travel with a coach, the parents must give express written permission to the coach. Such situations should always be the rare exception, if ever.

An athlete may never stay alone in the same hotel room with a coach.

A coach may not meet with an athlete in a closed room for any purpose or any closed space for any purpose.

A lone coach may not enter athletes' rooms on travel trips. All curfew and safety checks must be made with at least one coach/chaperone of the same sex as the athletes in the room.

Coaches may not communicate electronically with an individual athlete except to convey practice information. There must never be individual electronic communication between a coach and athlete regarding social activities, family, school, swimming, or any other topic. The electronic communications must only be in this form: "I will be late for practice." "Thanks for letting me know" OR "Practice time has changed." "I can't make it. Can I come at another time." "Yes at 1 PM"

Peer to Peer electronic, physical, and all other bullying will not be tolerated and may result in suspension from the team.

Safe Sport Club Coordinator:

Each USA Swimming member club must have a safe sport coordinator who helps the club educate the athletes, coaches, staff, and parents on safe sport issues. Our Team Coordinator is Holly Rickman.

RAYS Culture:

Rays culture is one of transparency and inclusiveness. Rays has never tolerated and never will tolerate athlete abuse, including sexual abuse. Rays follows the mandate of Safe Sport, which is to protect our athletes and to create an environment in which each athlete feels safe and protected. Rays policies and procedures ensure this environment stays in place and our athletes are protected. But your efforts also are needed to reinforce Rays culture.

We ask that you remember two mandates: If you see something, say something. And if you permit behavior, you promote behavior. Never hesitate to ask a question of any Rays coach or staff member. And always interrupt a behavior that appears to violate any Rays policy or procedure. A simple comment about the behavior may be all that is necessary to disrupt it. We must work together to maintain our culture and promote positive behaviors.

Resources:

USA Swimming provides numerous resources for athletes, parents, and coaches regarding the topics discussed in this communication. You can learn more about the USA Swimming Safe Sport program here: <https://www.usaswimming.org/resources-home/resource-programs-services>