

## **Manta Ray Aquatics Grievance Policy**

Manta Ray Aquatics expects excellence from its coaches, club leadership, parents and swimmers. Manta Ray is committed to excellence and safety. Individuals or groups must be held accountable for behaviors, words and actions that do not represent the values and conduct expected by USA swimming and MRA families.

MRA Grievance procedures give everyone the proper way to address and report grievances in a timely manner so the appropriate parties can investigate and take the correct disciplinary action if needed.

### **MRA Recognized Grievances**

Swimmer conduct  
Coaches conduct  
Board conduct  
Officials conduct  
Parent conduct

### **Who to Contact**

If there is any concern relating to bullying, parent issues, unfair treatment or violations of a swimmer, parent or coach code of conduct, please email [mantarayaquatics@gmail.com](mailto:mantarayaquatics@gmail.com)

### **How Grievances will be handled**

**Gathering information**-The appropriate person will reach out to the person filing the grievance and the person the grievance is against. Talking to both parties to get both sides of the story. Witnesses may be called in if necessary.

**Assessing Behavior**-USA swimming and MRA Guidelines will be followed to assess the situation.

**Disciplinary Action**-Using the following guidelines will determine what consequence or disciplinary action should be taken if any.

1. Nature of the misconduct
2. Prior disciplinary actions
3. The severity of the misconduct
4. Code of conduct violation
5. If the nature of the grievance hindered any other swimmer

If any concern relates to inappropriate behavior or activity that includes, but not limited to, the following:

1. Physical abuse
2. Criminal activity
3. Coaches not following MAAPP rules and guidelines

4. Rub downs and massages
5. Inappropriate use of photography
6. Violations of MAAPP
7. The use of drugs or alcohol
8. Violations of the USA Swimming's Minor Athlete Abuse Prevention Policy (MAAPP)

Report immediately if any of the above is suspected

USA swimming SafeSport director Liz Hahn at [ehahn@usaswimming.org](mailto:ehahn@usaswimming.org)  
Amy Cox MRA- [mantarayaquatics@gmail.com](mailto:mantarayaquatics@gmail.com)

If anyone expects a grievance has occurred by violating the code of conduct. Your complaint should be made by talking to the head coach or put your complaint in writing.

If your concern relates to sexual misconduct, harassment, or sexually explicit communication please contact the U.S. Center for SafeSport to report immediately. You can make your report online or call 720-524-5640. You can find more information at [www.uscenterforsafesport.org](http://www.uscenterforsafesport.org)