



SIENNA PLANTATION AQUATICS

Developing Champions for Life

Team Bullying Policy

Policy Statement

Bullying of any kind is unacceptable at Sienna Plantation Aquatics (SPA) and will not be tolerated. Bullying is counterproductive to team spirit and can be devastating to a victim. SPA is committed to providing a safe, caring and friendly environment for all of our members. If bullying does occur, all athletes and parents should know that all 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.

Policy Objectives

1. Make it clear that SPA will not tolerate bullying in any form.
2. Define bullying and give all board members, coaches, parents and swimmers a good understanding of what bullying is.
3. Make it known to all parents, swimmers and coaching staff that there is a policy and protocol should any bullying issues arise.
4. Make how to report bullying clear and understandable.
5. Inform all that SPA takes bullying seriously and that all swimmers and parents can be assured that they will be supported when bullying is reported.

Definition of 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 prohibits bullying.

For the purposes of this policy SPA will utilize the USA Swimming Code of Conduct definition of bullying as 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:

- Causing physical or emotional harm to the other member or damage to

- the other member's property;
- Placing the other member in reasonable fear of harm to himself/herself or of damage to his/her property;
- Creating a hostile environment for the other member at any USA Swimming activity;
- Infringing on the rights of the other member at any USA Swimming activity; or
- 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 your parents;
- Talk to a Coach or Board Member;
- Write a letter or email to the a Coach or Board Member
- Make a report to the USA Swimming Safe Sport staff.

There is no express time limit for initiating a complaint under this procedure, but 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.

TEAM ACTION PLAN

In the event a bullying incident is reported to a member of the coaching staff or board member the incident will be immediately addressed according to the team bullying action plan.

Spa Board President