

Positive Team Culture

Safe Sport and Risk Reduction

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Start here.

- How would you respond?
- How *should* you respond?
- Who is responsible for responding to this situation?
- What makes responding difficult?



What is culture?

- Beliefs
- Behaviors
- Norms
- Symbols
- Expectations

What's your club's or LSC's culture?



What does a positive sport culture look like?

- Child-centered
- Infrastructure of open communication
- Whole-person development
- Goal-oriented
- Fun
- Supportive
- Empowered to intervene
- A place to learn



What do we do when the culture breaks down?

- Move quickly
 - Smaller problems with fewer people
- Move slowly
 - Larger problems requiring more fact-finding

APPROPRIATE

Respond &
Reinforce

**CONCERNING,
INAPPROPRIATE**

Set clear boundaries
and expectations.

Increase monitoring

**HARMFUL,
ABUSIVE, or
VIOLATIONS**

Report

Safety Planning



Ok, but how do I do that?

Four steps to responding:

1. Have a plan.
2. Communicate your plan.
3. Use your plan.
4. Evaluate your plan.



What kinds of tools do I have at my disposal?

- ✓ Best Practice Guidelines
- ✓ Model Policies
- ✓ Model Codes of Conduct
- ✓ LSC Safe Sport Chair
- ✓ Training Opportunities
- ✓ Other Organizations



Let's review.

- Culture is constantly being maintained for better or worse. Make sure that the culture your cultivating is a positive one.
- Breaks in culture will happen.
- Have, communicate, use, and evaluate your plan for dealing with breaks in culture.
- Use the tools in your toolbox to build and maintain a consistent expectation of behavior at your club or meet.



TTYL

A 15-year old on your team is going through a hard time and is texting you at all hours of the day and night. You want to be supportive and be there for her, but you're uncomfortable with the volume of texts.

What do you do?



Let's take a selfie!

You're at a weekend meet. Someone turns in a cell phone and you're not sure whose it is. You unlock it to find several pictures taken in the girl's locker room. You recognize the t-shirts as belonging to one of the attending teams.

What do you do?



You've got mail.

You are the president of the Board of Directors of a swim team. Three of your kids have swum for this team and your fourth and last is a senior looking at schools. The head coach founded the program 25 years ago. You check the club's mail one day and open a letter from a swimmer who swam in the program 20 years ago. It explains that the head coach molested him from ages 11-13. He lists the names of a few other guys he thinks could have experienced the same thing.

What do you do?



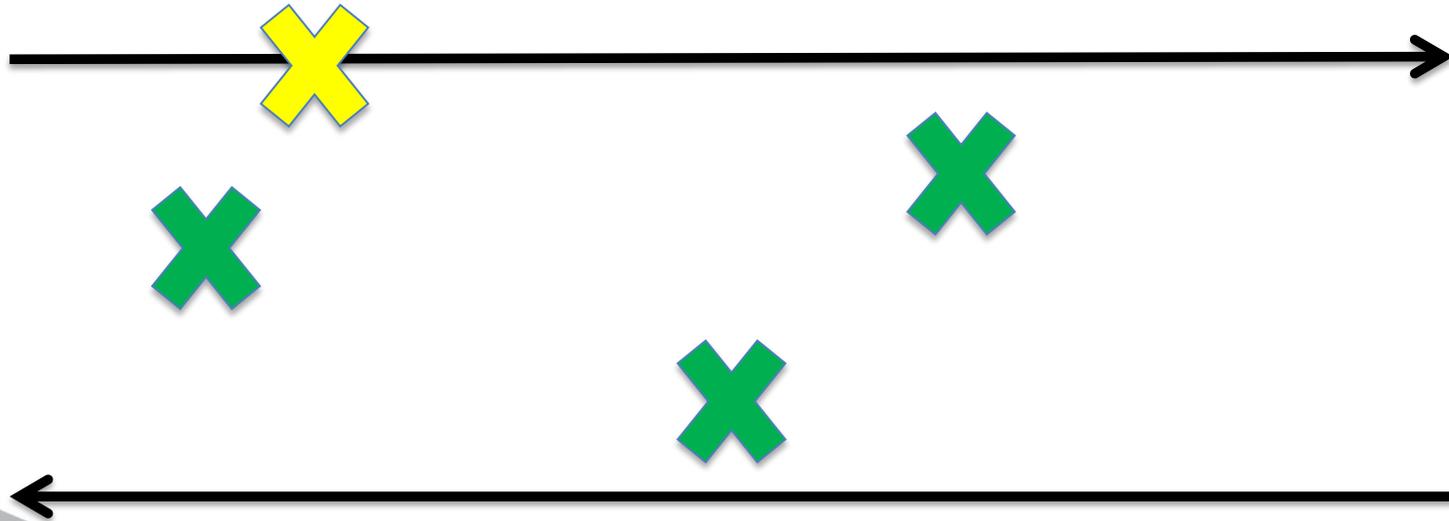
Peek-a-boo

You are at an away meet and decide to get up for an early workout. On your way down to the gym, you knock at your assistant coach's hotel room to see if she wants to join you. When she opens the door, you can see one of your senior athletes in the room behind her.

What do you do?



Set your expectations.



Thanks!

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www.usaswimming.org/protect
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