



Grievance Procedure for Utah Valley Aquatics Swim Team

Purpose:

Your safety is of the utmost of Importance to Utah Valley Aquatics and USA Swimming. If you experience or witness actions or events that concern you or make you feel uncomfortable, it is important to talk to someone about it. This document outlines the processes where a swimmer, parent, or coach can bring forward a complaint or concern.

Who to Contact:

If you have a concern relating to bullying, parent issues, unfair treatment, or violations of the Swimmer, Parent, or Coach Code of Conduct, please reach out to either Pierre Guzman UVA Compliance Board member or UVA Board President

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

- Criminal Activity
- Use, sale, or distribution of illegal drugs
- Physical abuse
- Inappropriate touching
- Coaches sharing hotel rooms with athletes
- Rubdowns or massages performed by coaches
- Pictures and/or videos taken in locker rooms or changing areas
- Violations of USA Swimming's Minor Athlete Abuse Prevention Policy (MAAPP)

Please report the incident immediately to SafeSport. You can reach out to Utah Swimming's SafeSport coordinator, Mo Shiffman, at maureenshiffman@gmail.com or USA Swimming SafeSport Director Abigail Howard at ahoward@usaswimming.org. Anonymous reporting can be completed [here](#).

If your concern relates to sexual misconduct, sexual harassment, or sexually explicit communication through any media, please contact the U.S. Center for SafeSport to make a report immediately. You can [report your concern online](#) or call 720-524-5640. More information can be found at www.safesport.org. Certain people are **REQUIRED** to report

misconduct, and information on mandatory reporting requirements can be found [here](#). If you need guidance, please contact our Utah Valley Aquatics Safe Sport Representative, Pierre Guzman - Pierre@guz.me

Procedures:

Coaches, swimmers, and parents are encouraged to talk with each other to resolve their issues. However, if this isn't possible, members of Utah Valley Aquatics Swim Team should know how to file a grievance:

- Swimmers or parents who have a grievance with another swimmer, parent, assistant coach, or official should contact Compliance Board Member Pierre Guzman Pierre@guz.me or Board President Trent Weigh Skibumw8@yahoo.com in writing within two weeks of the date of occurrence. They will discuss the problem in a timely and confidential manner. All information will be gathered regarding the situation, which may involve a sit-down meetings with all those involved and any witnesses. Decisions will be made within two weeks of notification. Disciplinary action that may be required is explained in more detail in the Swimmer, Parent, and Coach Codes of Conduct.
 - For bullying concerns, please also see Utah Valley Aquatics Bulling Policy
- If you are not satisfied with the decision reached (or if a decision is not rendered in the time frame discussed above), you must refer the matter to the Team Vice President within three working days of notification from The Teams Compliance Board Member and President's decision (or the end of the time frame discussed above).
- Any complaints about The UVA Compliance Board Member or Board President should be referred to the Team VP of UVA within two weeks of the date of occurrence. The VP will discuss the problem with you in a timely and confidential manner. All information will be gathered regarding the situation, which may involve sit-down meetings with all those involved and any witnesses. Decisions will be made within two weeks of notification.