

WFFM Plan to Address Bullying

What is Bullying?

The USA Swimming Code of Conduct defines bullying in 304.3.7. Bullying is 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:

- I. causing physical or emotional harm to the other member or damage to the other member's property;
- II. placing the other member in reasonable fear of harm to himself/herself or of damage to his/her property;
- III. creating a hostile environment for the other member at any USA Swimming activity
- IV. infringing on the rights of the other member at any USA Swimming activity
- V. 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).

PURPOSE

Bullying of any kind is unacceptable at Wasatch Front Fish Market and will not be tolerated. Bullying is counterproductive to team spirit and can be devastating to a victim. The club 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 incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell a coach, team administrator, or athlete/mentor.

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 team administrator
- Write a letter or email to a coach or team administrator

There is no express time limit for initiating a complaint under this procedure, but we recommend that complaints be brought to the attention of the appropriate club leadership as soon as possible so that bullying behavior can be stopped as soon as possible.

HOW WE HANDLE BULLYING

If bullying is occurring during team-related activities, we STOP BULLYING ON THE SPOT using the following steps:

1. Intervene immediately. It is ok to get another adult to help.
2. Separate the kids involved.
3. Make sure everyone is safe.
4. Meet any immediate medical or mental health needs.
5. Stay calm. Reassure the kids involved, including bystanders.
6. Model respectful behavior when you intervene.

If bullying is occurring at our club or it is reported to be occurring at our club, we address the bullying by FINDING OUT WHAT HAPPENED and SUPPORTING THE KIDS INVOLVED.

Any discipline that may result from bullying is up to the discretion of the coaching staff and team administrators.