**2017 Spring IES House of Delegates Meeting**

Tri Cities Court Club, Kennewick, Washington
Sunday, April 9, 2017

**Minutes**

The meeting was called to order at 11:10 AM by David Dolphay, Administrative Vice Chair General Chair

**Attendees**

IES Board and Committee Members in attendance: David Dolphay - Administrative Vice Chair, Kevin Eddy - Age Group Chair, Diversity Chair, Don Hougardy - Finance Chair, Eli Engledow - Jr Athlete Rep, Teri Madill - Officials Coordinator, Jack Griffith ­- Safety Chair, Karen Byers - Registration Chair, Times Chair, David Cutter - Sanctions Chair, Todd Stafek – Ex-Officio Past General Chair, Records Chair , Chris Engledow - Open Water Coordinator, Liz Law - Safe Sport Chair

Absent: John Pringle - General Chair, Pam Wilson - Secretary, Bob Wood - Coaches Rep, Claire Schaef - ­Sr Athlete Rep., Greta Alderson - Swim-a-Thon Chair , Chance Younkin -Equipment Coordinator, Nicole Engledow - Disability Chair

Other Members in attendance: Stephanie Mays-BST, Charlie Root-SAS, Dan Lawson-GMSC, Darren Dutto-LGSC, Tatiana Ricker-LGSC, Tony Nelson-PSA, Fred Robinson-PSA, Mike Brosnahan-SWAC, Tim Lewis-SAS, Jeff Sutton-VS, Quentin Byma-WWSC, Roger Coburn-YYST, Kathy Teske-SWAT, Brett Wanner-SWAT, Steve Washburn-MRA, April Walkley-TCCC, Charity Yaw-WWSC

Teams not represented: Vandal Aquatic Club, Yakima Athletic Club, Ellensburg Aquatic Swim Team

**Approval of Minutes**The minutes from the Fall House of Delegates meeting were available on the IES Website for review. ***A motion was made and seconded to approve the minutes from the Fall 2016 HOD meeting. Motion passed unanimously.***

**Report of Officers/Committees**

**Note: These reports are attached at the end of these minutes.**

The consent agenda (reports from the Officers and Committee Chairs) was emailed to HOD attendees and posted on the website by Pam Wilson, Secretary, prior to the meeting.

***A motion was made and seconded to accept the committee reports as presented.******Motion passed unanimously.***

Some reports were discussed:

-John Pringle, General Chair (via Dave Dolphay, Admin Vice Chair) VS has a surplus single line digital scoreboard in Wenatchee. PSA wants it (says Tony Nelson). Dave Dolphay asks what is the gifting process? A motion was made and seconded to award the scoreboard to PSA at no cost.

-LEAP Committee- No report

-Age Group Chair, Kevin Eddy reminded everyone that there are 25+ qualifiers for Zones but only 10 applications. He asks that they apply ASAP.

* Kevin Eddy also reported from convention that there is a movement to ban tech suits for 12 and U. However, because USA-S has contracts with suit companies, it is hard to ban the suits. The Age Group Committee asked for pressure from each LSC to move on this and make their own LSC legislation. Kevin disapproves of the tech suit and sees it as a crutch and, therefore, unnecessary. A suit does not buy success. His idea is to ban the suit at Junior Champs and all individual meets. Perhaps we would also ban it at Short Course and Long Course champs. Suits can be worn at Age Group Sectionals and Above. Anyone interested in helping to write the proposal should contact Kevin Eddy.
* Don Hougardy, Finance Chair...see Budget Update following these reports
* Teri Madill, Officials’ Chair, reported that the morning session for Officials was good and thanked Richard Hartman for working to get the new radios. The message of the morning is “Recruit, Recruit, Recruit!!!
* Jack Griffith, Safety Chair, emphasized the following:

There should be a 3-foot barrier around the pools.

The Report of Occurrence is online and goes directly to the USA-S Insurance folks. You should also email Jack when you make a report. We had only 1 incident this year: an 8-year-old broke his wrist. USA-S had 592 incidents reported.

Energy drinks have major side effects for adolescents. They can have between 50 and 500 mg of caffeine.

The Safety Committee needs Parent and Swimmer representatives. Contact Jack if you are interested.

* Liz Law, Safe-Sport Chair, reminded us that she sends out the Monday Safe Sport Issues that are sent to her from USA-S. Mike Brosnahan added that he gives Monday talks to his swimmers based on these Monday issues and thinks they are effective and important as they address team support and working together.

Mike suggested that Liz send these Monday emails to all Club board members.

Liz reminded the coaches “not to be friends with their swimmers on Facebook”

Liz asked if we want to designate a Safe Sport Advocate on each team? It isn’t mandatory but would be beneficial.

* Todd Stafek, Records Chair has sent the mid-season Top Times report which gives

 coaches a chance to check mistakes. The final report is valid on 8/31/2017.

* Karen Byers, Registration Chair, welcomed the first timers to HOD and explained that USA-S has a new website so out website might have some broken links. Let her know if you find one. There isn’t a FAX option for the office. You can scan and email anything you would have Faxed in the past. She reminded everyone that when a club hires a new position USA-S requires a mandatory Pre-Employment Screening. The USA-S website has the information or contact Karen.

**Budget Update**

Don Hougardy presented the Fiscal year end 12/31/2016 statement of revenues and expenses. (10/1/2016-12/31/2016, copy attached). He also explained the current 2017 Budget status.(1/1/2017-3/31/2017)

He drew our attention to the $2500 given to the new Walla Walla 50 m outdoor Pool for equipment. This was taken from the investment fund and was approved by the board. It was matched by the City of Walla Walla. This was approved by the Board in support of Swimming in the Inland Empire There were also expenditures for the new officials’ radios and the equipment trailer and its modifications

As a reminder, Don explained that we changed our fiscal year ending date from 9/31 to 12/31. Last year we generated 2 budgets to accommodate the change in our fiscal year end date: one budget from 10/1/2015 to 9/30/2016, and one from 10/1/2016 to 12//31/2016.

The Investment Funds had a 4% growth.

Finally, he explained the lag time differences between when USA-S registrations occur, when the checks are deposited and when USA-S takes the money on the 10th of the month. The registrations are calculated in the prior month for budget purposes but the withdrawal happens in the following month which might be in the new budget year.

**Unfinished (old) Business**

* IES Trailers: The new trailer is being outfitted and inventoried. Email Dave Dolphay if you need a trailer for a meet.

Additional **New Business –**

- **Championship Meet Committee**.
Dave Dolphay reported on their findings. (see report below). “B” finals for “15 and overs” has been a nightmare on Sunday. Don Hougardy had scratches down to 26th place, so he had to run around to find them. This is not the intention of the “B” finals. Dave would like to cap the “B” finals to the 4th alternate as it eases the burden on the officials and still gives opportunities to swim to those who deserve it.

In connection to this issue, Todd Stafek asked that the $25 fee, that is in the announcement, be dropped for those who do not show up on Sunday.

A motion was made to remove the $25 fee for those not scratching for the A and B finals. It was approved (1 nay)

**-Leap Committee** is composed of Bob Wood and Natalie Turner, with help from Karen Byers, Todd Stafek and Don Hougardy. Leap 2 is not required but is encouraged. The LSC receives a monetary award of $.50 for registered swimmers, or a minimum of $1,000 when Leap 2 is completed. (Leap 1 is required every 4 years).

**-Change in number of HOD Meetings requested by Todd Stafek:** Todd suggests a move to one HOD held in the fall. His reasoning is that we are too geographically large and too busy to hold 2 HOD meetings.

We discussed what changes this would mean:

1. Meet bids would be in the fall for the following year. Discussion: this would limit the time needed to arrange the following year meets. Some say this is too little time to plan meets.
2. Elections in Fall. Cons: would not allow new folks to attend the September Convention, but let expiring folks to attend.
3. Athlete Election would be moved to Short Course Champ Meet in the Spring and not LC Champ Meet.
4. Exec Board would have to meet in Spring to address issues.
5. Cons: Means changing the By-Laws, Meet Bids issues, J Athlete Reps elections. Jeff Sutton (VS) pointed out that it would affect Clubs budgeting, which for VS starts 9/1. So, they would not know the Meet schedule, or whether the meet bids were accepted and, therefore, effect the clubs meet budget.

Discussion: Can we still do meet bids in the Spring not connected to a HOD? Can VS change their meeting/budget dates? Liz Law asks if we can bid the following years meets a year early. Can we do a Zimperium any time or does it have to be connected to a HOD? We would need to change elections to Fall HOD. Can we bid Champs Meets 1 year Ahead or is this too long ahead for facilities and sectionals? Can we extend the terms of elected board members from 8/31 until 12/31? (this would mean a change in the By-Laws) Elections would be at Fall HOD, after the Sept Convention, so outgoing board members would go to Convention instead of incoming board members.

We will discuss this again at fall HOD, 2017.

**A Motion to extend terms** of Age Group Chair and Administrative Vice Chair until the Fall HOD when we would hold elections for them and add the new elections: Finance Vice Chair, Nominating Committee, at-large board members and Safety Chair was made and approved.

**The Nominating Committee** members will be chosen this time by the Exec Board, according to our By-Laws. It is composed of the Past General Chair, 4 members and an athlete.

**Meet Bid Report:** see calendar on website. Junior Champs will be in Feb hosted by LCN. SC Champs should be held in the best facility for swimmers and it was determined that the UI is the best facility with 8 lanes and a warm up pool and should be the location for all SC champ meets. This same discussion was held concerning LC Champs. There were 4 bids and Tri Cities was chosen for 2018.

**USAS Convention is in Dallas from 9/12-**9/17. The Fall HOD TBD.

Meeting adjourned at 12:20 PM.
Respectfully submitted,
Karen Byers
IES Office Administrator

2017 Spring IES House of Delegates Meeting Packet
Tri-Cities, WA, Sunday, April 9, 2017
This packet has the HOD Meeting Committee Reports. Please read these and be prepared to ask questions at the HOD meeting if you have any. We will NOT review these submitted reports during the meeting.

Attached Reports:

* **Agenda**
* **General Chair Report**
* **Administrative Vice-Chair Report**
* 2018 Proposed Meet Calendar
* Senior Vice-Chair Report — no report
* **Age Group Vice-Chair Report**
* Age Group Report
* Diversity and Inclusion Report
* Secretary — no report
* Treasurer — report will be reviewed at the meeting
* Athlete Representatives — no report
* Officials Chair Report — no report
* **Safety Chair Report**
* **Safe Sport Chair Report**
* Sanctions Chair Report (included with Admin VC report)
* Records Chair Report - no report
* **IES Championship Meet Committee Report**
* **Registration/Membership Chair Report**

Please bring this packet to the meeting so we can answer any questions you might have. Thank you.

**AGENDA
Spring HOD 2017
4/9/2017
Tri-Cities Court Club 11:00 AM**

* **Roll Call**
* **Reading, correction and adoption of minutes of previous meeting**
* **Consent Agenda:**
* Reports of officers
* Reports of committees and coordinators
* Comments on Consent Agenda/Further Detail as needed (please limit to 3 minutes per person)
* **Budget Update**
* **Unfinished (old) business**
* IES Trailers
* Championship Meet Committee
* Leap Committee
* **Elections**
* Item to be Based on Board Action from 4/8 Meeting.
* Need to resolve inconsistencies in the by-laws
* Nominating Committee (4 persons)
* Admin Vice Chair, Age Group Chair extend or floor re-elect?
* **New business**
* 2018 Swim Meet Calendar
* 2018 Championship Meet Bid Discussion and Acceptance
* Other Information for the Good of the Order
* **Resolutions and orders**
* FALL HOD DATE
* **Adjournment**

**REPORT OF THE GENERAL CHAIRMAN
Spring HOD 2017**

1. New Trailer has been purchased and inventoried. Inventory will be posted to IES website after appropriate new
equipment has been purchased. There is still a need to inventory the second trailer for recording and
purchasing new needed equipment.

a. Surplus items discarded from new trailer:

1. Large starter podium.
2. Large (heavy) metal storage box.

b. Surplus items (what to do with them)

i. Scoreboard (old single line).

1. Does a team want them--bid?

a. Process to award.

2. Championship Meet Committee met and will deliver a report at HOD.

3. LEAP Committee was formed and is in process of renewing our LEAP. Progress to be reported at HOD.

4. There is a need to align elections with our new Fiscal year (Board Action to be taken 4/8).

1. Extend current positions of all Board Members through December 3152, 2017 and December 315t 2018 respectively.
2. Vote for required new positions at the October HOD.
3. Amend By-Laws to reflect changes.
4. Clean Up By-Laws as there is conflicting language.
5. Strong need for 4 persons to be on nominating committee.

i. There has been no official nominating committee for some time.

1. Single person has been responsible for this.

5. IES Website has been regularly updated. We are looking for your input and material to add. Send pictures, news, and such to General Chair.

6. Six IES Members will travel to Scottsdale for Western Zone LSC Conference

1. John Pringle, General Chair
2. Bob Wood, Coaches Rep.
3. Karen Byers, Registration Chair
4. Eli Engledow, Athlete Rep.
5. Liz Law, Safety Chair
6. Don Hougardy, Certifying Officials Representative.

7. We will send Terri Madill (Officials Chair) to Houston for an Officials Workshop 6/17-6/19

8. We will send Jack Griffiths to Safety Chair Conference, also in June.

9. General Chair will apply to USA Swimming for new extension to waiver of 4 hour rule this month.

10. Preparations and scheduling for USA Swimming Convention should begin soon.

11. I was proud of our representation at both Senior Sectionals and Age Group Regionals. Glad to see so many of our teams represented!

12. Age Group Zones team is shaping up nicely. Info available on IES Website.

Submitted, by John Pringle 3/29/2017

**WIMMING**



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***INLAND EMPIRE SWIMMING***

***2018 MEET CALENDAR***

***MONTH DATES MEET NAME HOST POOL FORMAT Notes/ NON IES MEET DATES***

***JANUAR***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|   | **5th-7th** | **January Storm** |   | **WWSC Harvey****Pool, Walla Wall:** | **Open** |   |
|   |   |   |   |   |   | **1/12-1/14? Washington Open** |
|   | **20th** | **Bare Bones** |   | **GMSC University****of Idaho, Mosc4** | **Development** |   |
|   |   |   |   |   |   |   |
| **27th -28th** | **Winter Open** | **TCCC** | **/Moses Lake High School** | **Open** |   |

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|   | **9th - 11th** | **IES JR CHAMPS** | **TBD** | **Championship** |   |
|   |   | **Bids** | **MRA** | ***1* St. Onge Pool, Moses Lake** |   |
|   |   |   | **LCN** | **Asotin County Aquatic Center** |   |

***DATES MEET NAME HOST POOL FORMAT Notes/ NON IES MEET DATES***

***ampionship meet***

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| ***MARCH*** |
|   | **2nd - 4th** | **IES SC CHAMPS** | **TBD** |   | **Championship** |   |
|   |   | **Bids** | **MRA** | **iy St. Onge Pool, Moses Lake** |   |
|   |   |   | **GMSC** | **University of Idaho** |   |   |
|   | **9th -11th** | **Short Course Farewe** | **MRA** | ***I* St. Onge Pool, Moses I** | **Open** | ***\*won't host if awarded either SC CI*** |
|   |   |   |   |   |   |   |
|   | **10th - 'lit/Shamrock****Shake Up** |   | **SWATihitworth****Univ., Spokan** | **Open** |   |
|   |   |   |   |   |   |   |

**eral Way Federal Way**

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|   |   |   |   |   |   | **3/15/-3/18 Senior Sectionals Fed** |
|   |   |   |   |   |   |   |
|   |   |   |   |   |   | **3/22-3/25 Age Group Sectionals** |
|   |   |   |   |   |   |   |
| ***APRIL*** |
|   | **4/21-4/22** | **IMX/Dual Pentathlon** | **MRA** | **i St. Onge Pool, Moses I** | **OPEN** |   |
|   |   |   |   |   |   |   |
|   | **28-Apr** | **Mayflower Dev.** | **VS** | **Wenatche High Pool** | **Developmental** |   |
|   |   |

***DATES MEET NAME HOST POOL FORMAT Notes/ NON /ES MEET DATES***

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| ***MAY*** |
|   | **5/5-5/6** | **Baker City Dive & Das** |   | **BYST3m-O-Swim** | **Center, BakOpen/Approval****Needec** | **Approved Meet Sanction Necessary** |
|   |   |   |   |   |   |   |
|   | **5/19-5/20** | **Fazarri's** | **LCN** | **Lewiston Orchard City** | **Open** |   |
|   |   |   |   |   |   |   |
|   |   |   |   |   |   |   |
|   |   |   |   |   |   |   |
|   |   |   |   |   |   |   |
| ***JUNE*** |
|   | **6/1-6/3** | **Tri City Open** |   | **TCCCIemorial****Pool, Pasco, W** | **Open** |   |
|   |   |   |   |   |   |   |
|   | **6/1-6/3** | **Apple Capital Open** | **VS** | **Wenatchee City Pool** | **Open** |   |
|   |   |   |   |   |   |   |
|   | **6/22-6/24** | **Summer Solstice** | **SAS** | **Witter Pool, Spokane** | **Open** |   |
|   |   |   |   |   |   |   |
|   | **6/23-6/24** | **Sweet Onion Open** |   | **WWSOemorial****Pool Walla Wal** | **Open** |   |
|   |   |   |   |   |   |   |
|   | **6/23-6/24** | **Kiwanis Open** | **YYST** | **Naches City Pool** | **Open** |   |
|   |   |   |   |   |   |   |
|   | **24-Jun** | **Grande Developmen** | **LGSC** | **an's Memorial Pool La G** | **Developmental** |   |



***Notes/ NON IES MEET DATES***

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***MEET NAME***

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***Notes/ NON IES MEET DATES***

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***DATES MEET NAME HOST SEPTEMBER***

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|   | **7/6-7/8** | **Pendleton Open** | **PSA** | **endleton Aquatic Ctr., C** | **Open** |   |
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|   | **7/6-7/8** | **Starlight Open** | **VS** | **Wenacthee City Pool** | **Open** |   |
|   |   |   |   |   |   |   |
|   | **7/13-7/15** | **Sizzlin Summer** | **MRA** | **Slide Waterpark Moses** | **OPEN** |   |
|   |   |   |   |   |   | **7/19-7/22? LC Senior Sectionals** |
|   | **7/27-7/29** | **IES LC CHAMPS** | **TBD** | **TBD** | **Championship** |   |
|   |   | **Bids** | **SAS** | **Witter Pool, Spokane** |   |   |
|   |   |   | **TCCC** | **Memorial Pool, Pasco** |   |   |
|   |   |   | **VS** | **Wenatchee City Pool** |   |
|   |   |   | **SWAT** | **Witter Pool, Spokane** |   |   |

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**7/30-8/3 LC Junior Nationals Irv-ne, CA**

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|   | **22-Sep** | **Manta Ray Sprints** | **MRA** | **y St Onge Pool, Moses L** | **Open** |   |
|   |   |   |   |   |   |   |
| ***(OCTOBER*** |
| **10/13-10/14** | **Fall Kickoff** | **SWAT** | **Whitworth, Spokane** | **OPEN** |   |
|   |   |   |   |   |   |   |
| **10/20-10/2'** | **Very Scary Open** | **VS** | **Wenatche HS** | **Open** |   |
|   |   |   |   |   |   |   |
|   | **27-Oct** | **rick or Treat Pentathla GMSCliversity of Idaho, Mosc** | **Development** |   |
|   |   |

**8/1-8/5? Senior Zones Clovis, CA**

**8/1-8/5? Futures TBD**

**8/8-8/12? Age Group Zones**

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| **10/27-10/21aGrande** | **SpooktacuL** | **LGSC** | **an's Memorial, LaGrand** | **Open** |   |
|   |   |   |   |   |   |   |
| ***NOVEMBER*** |
|   | **11/3-11/4** | **Harvest Open** | **YYST** | **Lion's Pool, Yakima** | **OPEN** |   |
|   |   |   |   |   |   |   |
| **11/16-11/18** | **Fall Splash** | **CAST** | **Kroc Center, CDA** | **OPEN** |   |
|   |   |   |   |   |   |   |
| **11/16-11/1E** | **Thankswimming** | **MRA** | **y St Onge Pool, Moses 1** | **OPEN** |   |
|   |   |   |   |   |   |   |

**11/28-12/1 Winter Nationals**

***DATES MEET NAME HOST POOL FORMAT Notes/ NON /ES MEET DATES***

**ships KCAC**

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| ***DECEMBER*** |   | ***\_*** |
|   | **12/1-12/2** | **Christmas Open** | **VS** | **istmont Y Aquatic Cent** | **Open** |   |
|   |   |   |   |   |   |   |
|   | **12/1-12/2** | **Jingle Bell** |   | **SWATVhitworth****Pool, Spokane** | **Open** |   |
|   |   |   |   |   |   |   |
|   | **12/1-12/2** | **Reindeer Splash** | **LCN** | **)tin County Aquatic Cer** | **Open** |   |
|   |   |   |   |   |   | **12/5-12/8 SC Junior Nationls TBI** |
|   |   |   |   |   |   | **12/13-12/16 WA State Champion** |

IES Age Group Vice Chair Report

Submitted by: Kevin Eddy, IES Age Group Vice Chair kevineddv@gmail.com 509-496-6743

2017 Zones

Roseville, here we come! The hotel has been booked! Airfare has been reserved! Applications are pouring in! Currently, we have 25 qualifiers, 23 of which are 11-14. We have another 10 or so swimmers who are very close to qualifying as well.

Keith Lambert has agreed to be our Team Manager again this year. Natalie Turner is going to return as our head coach. Our chaperones will be Jessie Veselka and Julie Broxson.

We have a great application from a highly motivated assistant coach from Tri-Cities. I will still applications for Assistant Coaches as late as April 15, so if anyone is interested, please contact me ASAP.

Additionally, please make sure that your athletes who have qualified or are close to qualifying submit applications so we can easily accommodate them and get them to Roseville!

For more information, please check out the Zones page on the IES website.

Reminders from Convention:

12&U Tech Suit Ban

There is still a lot of talk out there about banning tech suits for 12&U athletes. USA Swimming has stated that such a ban should originate from LSC's passing additional legislation to help the larger organization pressure suit manufacturers. If anyone is interested in pursuing this, please, don't hesitate to contact me.

New USA Swimming Website

USA Swimming has updated its website. Please make sure that any links that you have on your own

websites are updated and still active.

New Western Zone Legislation

There was some legislation that was proposed at Convention that was tabled and sent to committee. I am keeping a look out for it, as I feel it would negatively impact IES. I have reached out to the Western Zone Leadership for more information, but have no additional information at this time.

I think that's about it. Please email me or call me with any questions and/or concerns.

**Diversity and Inclusion Report**

The main take away from convention was that we as a LSC need to have policies in place to deal with some of the issues that have been arising in other LSC's within USA Swimming. Additionally, each individual club within the LSC need to have policies in place. Here are a few specific policies that I will be working on over the next few months:

Social Media

A reminder to all coaches: your social media profiles must be private. USA Swimming express forbids coaches from being 'friends' with athletes on Facebook. On Twitter, athletes may 'follow' the coach, but the coach cannot follow the athlete. It is also highly recommended that you are not Facebook 'friends' with the parents of your athlete and that you do not 'follow' them on Twitter.

LGBTQ Coaches and Athletes

A reminder for coaches and clubs: it is against federal law to discriminate against LGBTQ individuals, athletes, officials, parents, or coaches. Please take the time to investigate your rights and responsibilities on these matters.

Transgendered Athlete Policy

The primary issue with Transgendered Athletes is a facility issue: do they use the restrooms of their birth gender or their identifying gender. Arizona Swimming dealt with this first hand last year, and, with a lot of guidance from USA Swimming, crafted a solid, reasonable policy.

The basic policy is this: the LSC will defer to the facility's policies on where transgendered athletes will change. Typically, the "family" restroom is offered to transgendered athletes. However, in older facilities, this is often not an option. In that case, it is up to facility to determine whether an athlete will be allowed to change in the locker room of their identification and not their birth. If the facility requires that the athlete change in their birth locker room, then the LSC must provide an appropriate changing space for the athlete or athletes in question.

These are existing policies that USA Swimming has adopted. The athlete must be protected in this situation, and, failure to do so, will ultimately be a liability to the club or the LSC.

I will be studying the policy, and adapting it for presentation and adoption at the Spring HOD Meeting. "Burkini" Policy

For Muslim athletes, practicing and competing in a "Burkini" is an acceptable suit option. The only restriction is that they must not provide a competitive advantage (buoyancy, etc.). These athletes must notify the Meet Referee in writing before a competition begins that they wish to compete in that style of suit.

April 2017

Safety Chair Report:

The Inland Empire Swimming (IES) short course season is rapidly coming to a close with the long course season starting in a little over a month. With that said, there are number of potential hazards we need to be thinking about that were not an issue this past winter.

Hot summer days will be upon us before we know it. Are you and your swimmer aware of the potential hazards associated with heat?



* Sunburn
* Heat exhaustion
* Dehydration
* Insect bites/stings
* Proper food preparation/ handling/ storage
* Hot metal surfaces can burn your skin
* Burns while using the BBQ

Just as reminders:

* Don't stand on chairs or tables.
* Inspect ladders before use, make sure they are properly rated, and don't stand on the top rung.
* Minimize tripping hazards-cover/ hang or tape down electrical cords.
* Inspect power cords before use, do not daisy chain power strips
* Be aware of slick spots on deck or in change rooms
* A 3' foot barrier from the pool edge is required for those not serving as coaches, officials, or volunteers.
* No jumping in pool during warm-ups
* Anchor down- shade structures
* Report accidents to USAS- available online, send copy also to IES Safety Chair

|  |  |
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| **Energy drinks can be a danger to your health and well-being.**Often promising a quick boost, an "energy drink" is generally defined as a drink which contains ingredients claimed to enhance mental and physical performance- in some way or another. |  |

Energy drinks are usually packaged like soda, and have a soda-like taste, but their distinction from soda lies in the extra ingredients, or at least the extra hype surrounding the ingredients. The often-promised "heightened mental awareness" from energy drinks is largely due to caffeine content, which can vary tremendously. According to the Department of Psychiatry and Behavioral Sciences at The Johns Hopkins University School of Medicine, energy drink caffeine content generally ranges from 50 mg to a mind-blowing, perhaps literally, 505 mg per can or bottle.

Caffeine is natural and the mostly widely consumed stimulant in the world, many consumers believe it's a worry-free source of immediate energy with absolutely no side effects. This couldn't be further from the truth.

Both the Oxford Health NHS Foundation Trust and University of Massachusetts Department of Emergency Medicine warn that caffeine can raise blood pressure, disrupt sleep habits, aggravate psychiatric conditions, and induce reliance. Excessive caffeine consumption can cause caffeine intoxication that leads to a fast heartbeat, vomiting, seizure, and death.

FDA cautions consumers that products marketed as "energy shots" or "energy drinks" are not alternatives to rest or sleep. It is important for consumers to realize that, while stimulants such as caffeine may make one feel more alert and awake, judgment and reaction time can still be impaired by insufficient rest or sleep. If you are thinking about taking one of these products, please consult your health care provider to ensure that you don't have an underlying or undiagnosed medical condition that could worsen as a result of using them.

Besides the health risks posed by the combination of caffeine and supplement ingredients in energy drinks, some products are also high in sugars. One 8.4-ounce of non-diet Red Bull contains 110 calories from almost 7 teaspoons of added sugars, a 16-ounce can of Monster has 200 calories from 13.5 teaspoons of added sugars, and a 24-ounce can of Rockstar has 420 calories from 23 teaspoons of added sugars. To put those numbers into context, the American Heart Association recommends that men consume no more than nine teaspoons of added sugars per day and that women consume no more than six teaspoons. Sugar-sweetened beverages promote weight gain, obesity, diabetes, heart disease, and other health problems.

**IES SAFETY COMMITTEE NEEDS THE FOLLOWING VOLUNTEERS:**

* Parent representative
* Swimmer representative

Jack Griffith

IES Safety Chair

509-539-7728

**Safe Sport Chair Report**

Apr 2017

USA Swimming's Safe Sport program was implemented to respond to and prevent instances of abuse & misconduct, by both adults and youth members. By raising awareness, providing policies & resources, Safe Sport is striving to safeguard all members and foster a fun, healthy and safe sport.

As we head into long course season, **I** ask Coaches and Parents to remind swimmers of the **No Deck Changing Rule,** which applies to changes at practices as well as at meets. No changes under wrapped towels, behind trees, etc. USE the locker room!!! This should especially be emphasized to our older swimmers as they are role models for our little kids.

Regarding cell phones: Please remind your **swimmers & PARENTS**  there is **no picture taking or videotaping allowed behind the starting blocks or in the locker rooms.** We want to avoid having swimmers' unintentially uncovered body parts or awkward rear ends being posted or circulated ­especially inadvertently **("I** was taking a picture of my friends in the locker room, I didn't notice the naked kid in the background").

**Safe, happy, connected kids = swimmer retention!** Hopefully, you're receiving the Safe Sport Monday scenarios & discussing them with your swimmers. These are opportunities to build relationships between teammates, between coaches & kids, and to enable kids to deal with circumstances even outside of swimming. Again, these are intended to be short & not to encroach on much practice time. \*If you're not comfortable leading these discussions yourself, I would strongly encourage you to appoint a senior swimmer, team leader, or possibly a parent to lead the discussions.

Reminder of resources available online at USA Swimming:

* FREE Bullying Prevention Training for Coaches & Non Athlete members. Please encourage your team parents to participate as well.
* FREE Athlete Protection Trainings for Parents
* SWIM **STAFF SELECT** app [www.swimstaffselect.org](http://www.swimstaffselect.org) to help screen applicants for staff & volunteer positions. Use it to create position descriptions, job postings, job applications, reference checking scripts, and interview scripts. You can also communicate with applicants and review applications.
* The SAFE SPORT CLUB TOOLKIT lots www.usaswimmincLorgitoolkit of has lots of useful information for teams, coaches, officials and parents, including:
* Model Policies and Guidelines and an online Self-Assessment for teams: to assess your policies & procedures to help maintain a safe, fun sport & to prevent problems before they arise.

> A Safe Sport Introduction for Parents- a Power Point presentation which teams may use to introduce new families to Safe Sport & shows how your team and USAS is committed to keeping all of our swimmers safe.

* Pre-season parent orientation handout & tips for parents
* Safe sport overview for coaches
* Safe Sport guides for events: For Meet Hosts/Event organizers, Meet Directors & Officials Tools

to help plan for a safe meet, identify problems, and address those problems at swim meets:

Guide for Meet Administration, Pre-Meet Safe Sport Risk Assessment and Safe Sport Scenarios

at Meets, et al.

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Heat sheet ads, No cameras sign, No deck changing poster

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Resource guide for peer-on—peer incidents

Thank you for your continued commitments to keep our athletes safe.

Liz Law

**IES Championship Meet Committee**

The Championship Meet Committee consisting of Todd Stafek, Kevin Eddy, David Dolphay, Michael Woodward, and Teri Madill, exchanged numerous emails addressing a broad number of issues. Below is a summary of what was discussed.

1. Time Standards — The National BB time standard would be used for a qualifying time for the IES SC Championships, and as a dequalifying time for the Junior Championships meet. The National B time standard would be use for the IES LC Championships. **Unanimous Decision.**
2. Order of Events — The order of events should remain the same at all 3 of the IES Championship meets. **Unanimous Decision.**
3. Relays- Each team will be allowed to enter two relays per event with only one being eligible to score. **Unanimous Decision.** Relays will remain as Age & Under. **Split Decision.** Relays at the IES Jr Champs will use the event age, rather than the swimmers age, when determining a swimmer's eligibility. **Unanimous Decision**
4. Location — SC Champs should always be placed at the University of Idaho because of an 8 lane pool with a separate 4 lane warmup pool. The other meets would be left to the discretion of the IES Meet Committee. **Unanimous Decision.**
5. Start Time — Based off of historical data, the SC Champs meet will have a 1:00pm warmup and a 2:00pm start. This will allow for the Friday session to end at approximately 6:00pm. **Unanimous Decision.**
6. MeetMobile — The host team will upload both prelim and final results to MeetMobile immediately after official results are available. **Unanimous Decision.**
7. 800/1000 Free — The 800/1000 free times can be used to qualify for the 1500/1650 free assuming that they meet the associated time standard. **Unanimous Decision**
8. Meet Results — Meet results will be sent to all participating team, including Karen Byers, by Sunday at midnight. Results will include a zip file of the results(all teams), along with a backup of the meet. **Unanimous Decision**
9. College Swimmers — College swimmers who are not able to attend their conference meet will be able to attend the IES SC Champs meet with the stipulation that they will be swimming as unattached, in PRELIMS only, and will not be able to participate in FINALS. **Unanimous Decision**
10. Eliminate the "B" Final from Short Course Champs — The B finals do not score. The reasoning for including the B final at Champs was to allow swimmers the opportunity to have a second swim. However, swimmers do not want to swim in this final if it is not going to score. It has become a nightmare for the admin referee to try to fill this heat. After speaking to the admin referee, he would like to see it eliminated. **Split Decision**

**Report from Karen Byers, Registration /Membership Chair, Times Coordinator, Office Admin** April 9, 2017

1.Year to Date Membership Statistics

1. Coaching Certifications & Pre-Employment Screening
2. New USA Swimming Website & IES Website

**I can be reached at: webmaster@ieswim.orq**

**USA Swimming, Inc. 3/30/2017 4:24:40 AM**

**Annual Athletes LSC:IE Year To Date**

**Age Group Total Female Total Male Grand Total**

8 & Under 64 62 126

9 Year Olds 55 48 103

10 Year Olds 87 46 133

11 Year Olds 86 70 156

12 Year Olds 96 64 160

13 Year Olds 101 75 176

14 Year Olds 96 64 160

15 Year Olds 75 46 121

16 Year Olds 54 42 96

17 Year Olds 43 33 76

18 Year Olds 21 28 49

19 and Over 8 5 13

**Totals 786 583 1369**

**Seasonal (150 days) Athletes
Age Group Total Female Total Male Grand Total**

8 & Under 0 1 1

9 Year Olds 3 0 3

10 Year Olds 2 3 5

12 Year Olds 0 4 4

13 Year Olds 0 2 2

15 Year Olds 0 1 1

16 Year Olds 0 2 2

17 Year Olds 0 1 1
18 Year Olds 0 2 2
19 and over 0 1 1
**TOTALS 5 17 22**

**Club Statistics**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ***Club*** | ***Athletes*** | ***Season 1*** | ***Season 2 Individual***Season | ***Single*** Meet | ***Other NA*** | ***Coaches*** | ***Officials*** | ***Total*** |
| BST | 15 | 0 | 0 | 1 | 0 | 0 | 2 | 3 | 21 |
| CAST | 144 | 0 | 0 | 0 | 0 | 7 | 3 | 10 | 164 |
| EAST | 57 | 0 | 0 | 0 | 0 | 4 | 3 | 5 | 69 |
| GMSC | 54 | 0 | 0 | 0 | 0 | 0 | 5 | 2 | 61 |
| LCN | 45 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 48 |
| LGSC | 78 | 0 | 0 | 22 | 0 | 4 | 5 | 7 | 115 |
| MRA | 81 | 0 | 0 | 0 | 0 | 1 | 5 | 10 | 96 |
| PSA | 41 | 0 | 0 | 0 | 0 | 3 | 3 | 5 | 51 |
| SAS | 92 | 0 | 0 | 0 | 0 | 5 | 4 | 5 | 106 |
| SWAC | 35 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 37 |
| SWAT | 200 | 0 | 0 | 0 | 0 | 2 | 7 | 12 | 221 |
| TCCC | 171 | 0 | 0 | 0 | 0 | 13 | 6 | 15 | 205 |
| UN | 13 | 0 | 0 | 0 | 0 | 1 | 2 | 6 | 22 |
| VAN | 42 | 0 | 0 | 0 | 0 | 0 | 5 | 4 | 51 |
| VS | 129 | 0 | 0 | 0 | 0 | 11 | 10 | 18 | 164 |
| WWSC | 62 | 0 | 0 | 0 | 0 | 3 | 6 | 9 | 78 |
| YAC | 21 | 0 | 0 | 0 | 0 | 0 | 3 | 2 | 25 |
| YYST | 89 | 0 | 0 | 0 | 0 | 0 | 3 | 6 | 98 |
| **Total** | **1369** | **0** | **0** | **22** | **0** | **55** | **75** | **122** | **1632** |

**2. COACH/NON-ATHLETE MEMBERSHIP/ CERTIFICATIONS**

1. You may not function in any manner as a coach, official, board member, meet director, chaperone unless your USA Swimming Membership is current and complete. Please do not allow coaches on deck until all their requirements are met and I have received proof of completion. Your club should also keep files of coaches' certifications.

You may check the status of your athletes, coaches and other non-officials through your Club Portal, available through the USA Swimming website. Contact me, Karen Byers, for your specific Club password to access this information. The Club Portal also has valuable swimmer statistics.

1. ***REQUIRED BY ALL CLUBS PRE-EMPLOYMENT SCREENING*** Article 502.6.8 which requires clubs to comply with USA Swimming's Pre-Employment Screening program.

Clubs are responsible for hiring and supervising their own coaches and staff, and managing their own volunteers. USA Swimming does not hire, supervise, or manage a club's employment relationship with its coaches, staff, or volunteers, as that is an independent responsibility of the club. Responsible and thorough hiring practices are critical to maintaining a safe and healthy training environment for our members.

The pre-employment screening program requires clubs to certify to USA Swimming that they have conducted three required screens prior to offering employment to any potential employee.

The three screens are:

1. past employment reference checks
2. verify the highest held level of education
3. acquire a state motor vehicle report

Clubs are also encouraged to complete two option screens:

1. social network search
2. Google media search

**PURPOSE**

Clubs are responsible for hiring and supervising their own coaches and staff, and managing their own volunteers. USA Swimming

does not hire, supervise, or manage a club's employment relationship with its coaches, staff, or volunteers, as that is an

independent responsibility of the club. The pre-employment screening program requires clubs to certify to USA Swimming that

they have conducted certain pre-employments screenings for covered individuals.

Note that *USA Swimming's Background Check Program* is a criminal record search and is not a substitute for a club conducting

appropriate pre-employment inquiries. Clubs should carefully check references and previous employers and verify information

provided by the applicant using available screening resources.

**REQUIREMENT AND REQUIRED PROCEDURES**

**ARTICLE 502.6.8**

Under Article 502.6.8 of the *USA Swimming rulebook,* all clubs are required to comply with the USA Swimming Pre-Employment

Screening Procedures for New Employees for all new employees who are required to be USA Swimming members under Article

305.4 and 502.6.3.

**REQUIRED PRE-EMPLOYMENT SCREENING PROCEDURES**

As a condition of membership in USA Swimming, member clubs are required to conduct the following pre-employment screens on

their new employees who are required to be USA Swimming members by USA Swimming rules.

1. Past Employment Reference Checks or Verifications. Where there have been multiple employers, minimum of the three most recent employers.
2. Education Verification (highest held)
3. State Motor Vehicle Report Examination

The club should carefully review and evaluate the information gathered as part of making a final decision to offer employment to a candidate. The screening process should be completed before the employee is officially hired and begins employment. **ADDITIONAL RECOMMENDED PRE-EMPLOYMENT SCREENING PROCEDURES**

USA Swimming also recommends that local member clubs conduct the following internal research into new employees who are required to be members by USA Swimming rules:

1. Social Network Search;
2. Google Media Search

If the club chooses to complete the recommended screens listed above, it should carefully review and evaluate the information

gathered as a part of making a final decision to offer employment to a candidate.

If you have additional questions or need more information after reviewing the FAQ document, please

contact*preemploymentscreening@usaswimming.org**.*

**RECOMMENDED PROVIDERS**

USA Swimming has identified nationally-recognized companies that can assist clubs with fulfilling the required and recommended

components of the Pre-Employment Screening program. These companies are accredited consumer reporting agencies that have

agreed to provide the required services at preferred pricing for USA Swimming clubs. In addition to providing the required services,

these companies are able to assist clubs with fulfilling mandated employer obligations related to the screening process.

**USA Swimming launched a new website in late March.**

www.usaswimmino.orq

Check it out for valuable information for Athletes, coaches, parents, officials, clubs.

Many of their links changed so if you are looking at the IES website that has a link to USA Swimming and find a broken link , please notify Karen at webmaster@ieswim.org.