

## **WETT SWIM CLUB**

### **LOCKER ROOM / CHANGING AREAS MONITORING AND DEALING WITH MISCONDUCT**

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Deck changing into or out of a swimsuit is prohibited. Designated changing areas are provided at most pool facilities. The designated locker room or changing area must be used when an athlete or Applicable Adult changes, in whole or in part, into or out of a swimsuit. To ensure users privacy and safety, especially during competitions, only athletes are allowed into athletes designated locker rooms.

Parents, legal guardians, family members are discouraged from entering locker rooms and changing areas. If a legal guardian does enter a locker room or changing area, it must only be a same-sex legal guardian, and the legal guardian should notify a coach or administrator in advance.

#### **Misconduct activities in the locker room/changing areas refer to the following:**

1. Invasion of personal space towards others (it being towel snapping, rubdowns, massages, pinning down)
2. Photography / phone camera use / audio or visual recording devices/ social media post.
3. Vaping / smoking / alcohol use while using the changing areas/locker rooms.
4. Vandalism of property.
5. Exhibitionist behavior (display of private parts)
6. Adults shall not be present in changing areas while athletes are present (swimmers notify coach and/or pool staff immediately).

Consequences will vary based on:

1. Prior infractions committed by same person.
2. Nature and severity of the misconduct.
3. Lasting effects of the misconduct.

#### **Standard Monitoring Procedure**

During Practices:

1. During practice times athletes are allowed to use the restroom as needed but limited to slots of five minutes. Athletes are allowed to go in pairs but never more than two people at a time.

Coaches shall make a conscientious effort to recognize when a minor athlete goes to the locker room or changing area during practice and, if the minor athlete does not return in a timely fashion to check on the minor athlete's whereabouts. Notify legal guardians if requests are made continuously.

**During Competitions:**

1. When hosting a swim meet, WETT Swim Club must regularly and randomly monitor the use of locker rooms and changing areas to ensure the safety of the swimmers.
2. Locker rooms and changing areas may be monitored by use of the following methods:
  - a. Conducting a sweep of the locker room or changing area before athletes arrive.
  - b. Posting volunteering staff directly outside the locker room or changing area during periods of use.
  - c. Leaving the doors open when adequate privacy is still possible.
  - d. Making occasional sweeps of the locker rooms or changing areas with women checking on female locker rooms and men checking on male locker rooms.
  - e. During swim meets not hosted by our team – and only if one of our athletes brings up a safety concern - Our Team requests the host team to perform locker room and changing areas monitoring. If meet volunteers are scarce, we offer to help by having qualifying adults, WETT team volunteers, perform safety checks, this is only in cases where our swimmers are feeling unsafe and have brought up their concern directly to their coach.

Every effort must be made to recognize when a minor athlete goes to the locker room or changing area during practice and competition, and, if the minor athlete does not return in a timely fashion, to check on the minor athlete's whereabouts.

**Dealing with misconduct**

Incidents of misconduct in changing areas, shall be reported as soon as possible and as soon as you feel safe to your Safe Sport Coordinator and your trusted adult.

1. Report the misconduct: It can be done directly to your SafeSport Coordinator, your Coach, and/or your trusted adult. It can be done either verbally or in writing, face to face or anonymously but with as many details as possible. Reports shall include as much information as possible, such as date, time, location, names of persons involved, and the description of the incident so we can have facts to initiate an investigation.
2. Handling of Report: The Safe Sport Coordinator will assess the situation to determine if immediate action is required. If situation merits the involvement of law enforcement, or child protective services, they will be immediately contacted.
3. An investigation will take place by a designated club representative. This club representative will be assigned by the Safe Sport Coordinator. Information will be collected that is relevant to the issue. Investigation could involve collection of evidence, interviews and fact checking of given information. If situation merits the

- involvement of law enforcement, or child protective services, they will be immediately contacted in good faith and with the intent to keep safety in mind.
4. Decision of misconduct: Upon reviewing the facts, the safe sport coordinator, along with the board of directors will reach a decision based on the infraction/misconduct. Situations shall always be handled with the outmost discretion and confidentiality and decisions will be communicated directly to the parties involved with their guardians present.
  5. Action to take: Once investigation has taken place, Safe sport coordinator and club board will determine appropriate actions based on the infraction. Depending on the infraction athletes' corrective measures range from a lecture from the safe sport coordinator, volunteering service to the team, suspension from practices, and/or, if infraction calls for it, termination of club membership. As well as reporting the incident to appropriate external authorities, if necessary.
  6. Appeals: Shall disagreement about the solution arise, appeals shall be taken directly to the club board of directors via email. Appeal will then be assigned to a nonbiased party to ensure impartial and separate judgement from the initial investigation to ensure a fair assessment.

It is the intent of WETT Swim Club to keep our athletes safe and away from any harm. Please help us make of the locker rooms and changing areas a place where you, the athlete, can enjoy of a clean, comfortable, and safe environment.