



Rocky Mountain Rapids Safe Sport Handbook

INTRODUCTORY STATEMENT FROM THE US OLYMPIC COMMITTEE

“There are a lot of reasons to play sport – at any level. A life-long activity, people often play sport to have fun and spend time with friends. Sport also encourages a healthy lifestyle, builds self-confidence; athletes also do better off the field. They learn goal-setting, teamwork and time management skills. Athletes are less likely to use cigarettes, drugs and alcohol; they have higher graduation rates and are more likely to attend college. Unfortunately, sport can also be a high-risk environment for misconduct, including child physical and sexual abuse... Misconduct may damage an athlete’s psychological well-being; athletes who have been mistreated experience social embarrassment, emotional turmoil, psychological scars, loss of self-esteem and negative impacts on family, friends and the sport. Misconduct often hurts an athlete’s competitive performance and may cause him or her to drop out of sport entirely.”

ROCKY MOUNTAIN RAPIDS SWIM TEAM VISION STATEMENT

We believe that providing an environment for all swimmers to achieve their individual best is the right vision for the Rapids Swim Team. The Rocky Mountain Rapids is dedicated to providing a safe, positive, supportive, and drug free environment for the protection of our athletes as they prepare for and participate in competitive swimming activities. As a club that has embraced Long Term Athlete Development, there is no "typical" Rocky Mountain Rapids swimmer - we have athletes who are dedicated to the sport of swimming, striving to reach the highest levels of the sport, as well as swimmers that participate in multiple sports on a competitive level. We have others who are just starting out in the sport or simply wanting to prepare for competition as a high school swimmer. There is room for all levels of ability and commitment.

ROCKY MOUNTAIN RAPIDS SAFE SPORT GUIDELINES

The Rocky Mountain Rapids swim team maintains a zero-tolerance policy for any of the following counterproductive behaviors whether exhibited by athletes, parents, coaches, team supporters or other individuals affiliated with the swim team.

- Bullying
- Harassment
- Hazing
- Emotional Misconduct
- Physical Misconduct
- Sexual Misconduct, including Child Sexual Abuse

Conduct involving any of the above behaviors constitutes grounds for immediate disciplinary action, potential legal actions, and may cause permanent disassociation from the Rocky Mountain Rapids Swim Team. The subsequent sections of this handbook articulate the specific programs that the Rocky Mountain Rapids Swim Team will employ to strengthen compliance with appropriate behavior standards and to reduce the risk of incidents in the above counterproductive behaviors.

BULLYING

Bullying of any kind is unacceptable at Rocky Mountain Rapids Swim Team 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, board member or athlete/mentor.

Objectives of the Club's Bullying Policy and Action Plan:

1. To make it clear that the Club will not tolerate bullying in any form.
2. To define bullying and give all board members, coaches, parents and swimmers a good understanding of what bullying is. SafeSport Handbook Revised 9/17/17 Page 2 of 5
3. To make it known to all parents, swimmers and coaching staff that there is a policy and protocol should any bullying issues arise.
4. To make how to report bullying clear and understandable.
5. To spread the word that Rocky Mountain Rapids takes bullying seriously and that all swimmers and parents can be assured that they will be supported when bullying is reported.

WHAT IS BULLYING?

Generally, bullying is the use of aggression, whether intentional or not, which hurts another person. Bullying results in pain and distress.

Bullying is the severe or repeated use, regardless of when or where it may occur, by one or more USA Swimming members of an oral, written, electronic or 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 or Participating Non-Member that to a reasonably objective person has the effect of causing physical or emotional harm to the other member or damage to the other member's property.

- Placing the other member in reasonable fear of harm to himself/herself or of damage to his/her property
- Creating a hostile environment for the other member at any USA Swimming activity
- Infringing on the rights of the other member at any USA Swimming activity
- 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).

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 Club Coach, Board Member, or other designated individual;
- Write a letter or email to the Club Coach, Board Member, or other designated individual;
- Make a report to the USA Swimming Safe Sport staff.

There is no express time limit for initiating a complaint under this procedure, but every effort should be made to bring the complaint to the attention of the appropriate club leadership as soon as possible to make sure that memories are fresh and behavior can be accurately recalled and the 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 okay 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 using the following approach:

FINDING OUT WHAT HAPPENED

1. First, we get the facts.
 - a. Keep all the involved children separate.
 - b. Get the story from several sources, both adults and kids.
 - c. Listen without blaming.
 - d. Don't call the act "bullying" while you are trying to understand what happened.
 - e. It may be difficult to get the whole story, especially if multiple athletes are involved or the bullying involves social bullying or cyber bullying. Collect all available information.
2. Then, we determine if it's bullying. There are many behaviors that look like bullying but require different approaches. It is important to determine whether the situation is bullying or something else.
 - a. Review the USA Swimming definition of bullying;

b. To determine if the behavior is bullying or something else, consider the following questions:

- What is the history between the kids involved?
 - Have there been past conflicts?
 - Is there a power imbalance? Remember that a power imbalance is not limited to physical strength. It is sometimes not easily recognized. If the targeted child feels like there is a power imbalance, there probably is.
 - Has this happened before? Is the child worried it will happen again?
- c. Remember that it may not matter “who started it.” Some kids who are bullied may be seen as annoying or provoking, but this does not excuse the bullying behavior.
- d. Once you have determined if the situation is bullying, support all of the kids involved.

SUPPORTING THE KIDS INVOLVED

1. Support the kids who are being bullied
 - a. Listen and focus on the child. Learn what’s been going on and show you want to help. Assure the child that bullying is not their fault.
 - b. Work together to resolve the situation and protect the bullied child. The child, parents, and fellow team members and coaches may all have valuable input. It may help to:
 - i. Ask the child being bullied what can be done to make him or her feel safe. Remember that changes to routine should be minimized. He or she is not at fault and should not be singled out. For example, consider rearranging lane assignments for everyone. If bigger moves are necessary, such as switching practice groups, the child who is bullied should not be forced to change.
 - ii. Develop a game plan. Maintain open communication between the Club and parents. Discuss the steps that will be taken and how bullying will be addressed going forward.
 - c. Be persistent. Bullying may not end overnight. Commit to making it stop and consistently support the bullied child.
2. Address bullying behavior
 - a. Make sure the child knows what the problem behavior is. Young people who bully must learn their behavior is wrong and harms others.
 - b. Show kids that bullying is taken seriously. Calmly tell the child that bullying will not be tolerated. Model respectful behavior when addressing the problem.
 - c. Work with the child to understand some of the reasons he or she bullied. For example:
 - i. Sometimes children bully to fit in or just to make fun of someone is a little different from them. In other words, there may be some insecurity involved.
 - ii. Other times kids act out because something else—issues at home, abuse, stress—is going on in their lives. They also may have been bullied. These kids may be in need of additional support.
 - d. Involve the kid who bullied in making amends or repairing the situation. The goal is to help them see how their actions affect others. For example, the child can:
 - i. Write a letter apologizing to the athlete who was bullied.
 - ii. Do a good deed for the person who was bullied, for the Club, or for others in your community.
 - iii. Clean up, repair, or pay for any property they damaged.
 - e. Avoid strategies that don’t work or have negative consequences:
 - i. Zero tolerance or “three strikes, you’re out” strategies don’t work. Suspending or removing from the team swimmers who bully does not reduce bullying behavior. Swimmers may be less likely to report and address bullying if suspension or getting kicked off the team is the consequence.

ii. Conflict resolution and peer mediation don't work for bullying. Bullying is not a conflict between people of equal power who share equal blame. Facing those who have bullied may further upset kids who have been bullied.

f. Follow-up. After the bullying issue is resolved, continue finding ways to help the child who bullied to understand how what they do affects other people. For example, praise acts of kindness or talk about what it means to be a good teammate.

5. Support bystanders who witness bullying. Every day, kids witness bullying. They want to help, but don't know how. Fortunately, there are a few simple, safe ways that athletes can help stop bullying when they see it happening.

- a. Be a friend to the person being bullied;
- b. Tell a trusted adult – your parent, coach, or club board member;
- c. Help the kid being bullied get away from the situation. Create a distraction, focus the attention on something else, or offer a way for the target to get out of the situation. "Let's go, practice is about to start."
- d. Set a good example by not bullying others.
- e. Don't give the bully an audience. Bullies are encouraged by the attention they get from bystanders. If you do nothing else, just walk away.

RAPIDS SWIMMING GRIEVANCE PROCEDURE

The Rapids Swimming Grievance Procedure provides swimmers, parents, coaches, club leaders and employees a system to address and report grievances in a productive, systematic way. Following these procedures provide the appropriate parties a means to properly investigate, intervene, and take disciplinary action when needed.

WHERE TO REPORT

For issues dealing with sexual misconduct, sexual harassment and/or sexually explicit or inappropriate communication through social media:

- U.S. Center for SafeSport: 833-5US-SAFE (587-7233) or on through the U.S. Center for Safe Sport reporting site.

For issues dealing with physical abuse, emotional abuse, criminal charges and the use, sale or distribution of illegal drugs:

- USA Swimming Safe Sport: safesport@usaswimming.org or through the Safe Sport Reporting Form.

For issues dealing with known or suspected child abuse:

- Colorado Department of Human Service Child Abuse Hotline: 1-844-CO-4-kids (1-844-264-5437).

For issues dealing with peer-to-peer bullying, coach-athlete bullying, parent issues, violations of the Rocky Mountain Rapids Swim Team Code of Conduct and violations of the Minor Athlete Abuse Prevention Policy.

- These issues are handled at the club level following the procedures outlined below.
- Should a parent or swimmer feel another swimmer's conduct is inappropriate or violates the Rapids Code of Conduct, the parent/swimmer should discuss these concerns with the coach of the swimmer responsible for the violation. This complaint should be made in person or in writing. Coaches will ensure the Rapids head coach is notified of the complaint and will participate in assessing behavior. Regarding the Conduct of an Assistant or Age Group Coach - Contact the Head Coach

- Should a parent or swimmer feel an Assistant or Age Group Coach's conduct is inappropriate or in violation of any Club policies or procedures, the parent/swimmer should notify the Head Coach of this violation. This complaint should be made in person or in writing. Regarding Conduct of Head Coach – Notify the Rapids contact, Vice President of the board of Directors.

- Should a parent or swimmer feel the Head Coach's conduct is inappropriate or violates any Club policies or procedures, the parent/swimmer should notify the installed president of the Rapids Board of Directors, or Vice president/ Club Safe Sport Coordinator . This complaint should be made in person or in writing.

Regarding Parent or Official Conduct - Notify the Head Coach.

- Should a parent or swimmer feel another Rapids parent's or an official's conduct is inappropriate or violates any Club policies or procedures, the parent/swimmer should notify the Head Coach of this violation in person or in writing. Note: With the exception of issues which immediately affect the health and safety of swimmers, all matters should be discussed before or after a coaching session, as coaches should not be expected to deal with issues during water time.

HOW GRIEVANCES WILL BE HANDLED

The Head Coach has the authority to impose penalties for infractions of the Rapids Swimming Athlete, Parent and Coach Codes of Conduct or any behavior(s) they deem not conducive to the best interests of the Club or other swimmers. Consequences are at the sole discretion of the coaches and may include, but aren't limited to, verbal warnings, dismissal from practice, contacting parents, temporary suspension from club activities and expulsion. Involved parties will be informed of the processes and range of potential consequences. The U.S. Center for SafeSport, USA Swimming and local law enforcement (if applicable) will be contacted within 24 hours if a coach, parent, or swimmer violates the SafeSport Code for the U.S. Olympic and Paralympic Movements, the USA Swimming Code of Conduct, Athlete Protection Policy, or local laws.

1. Gathering Information: The appropriate individuals will contact the person who filed the grievance, and the person against whom the grievance is being filed, to ask questions about what happened. In addition, other witnesses may be contacted for more information. All information will be recorded on the Rapids grievance procedure form.

2. Assessing Behavior: The behavior of the person(s) against which the grievance was brought, will be assessed using club policies and facility rules, USA Swimming Code of Conduct, USA Swimming Safe Sport policies, as well as applicable local and state laws.

3. Consequences will be given and disciplinary action will be taken, if appropriate.

These consequences and disciplinary actions will be decided using the following general guidelines:

- Nature of the misconduct
- Severity of the misconduct
- Prior disciplinary actions
- Adverse effect of the misconduct
- Application of the Code of Conduct

COACHES CODE OF CONDUCT

The purpose of this code of conduct for coaches is to establish common expectations for all members of the coaching staff of the club. It is to be used as a guide to promote a positive team environment and good sportsmanship.

- At all times, adhere to USA Swimming's rules and code of conduct.
- Set a good example of respect and sportsmanship for participants and fans to follow.
- Act and dress with professionalism and dignity in a manner suitable to his/her profession.
- Respect officials and their judgment and abide by the rules of the event.
- Treat opposing coaches, participants, and spectators with respect.

- Instruct participants in sportsmanship and demand that they display good sportsmanship.
- Coach in a positive manner and do not use derogatory comments or abusive language.
- Win with humility and lose with dignity.
- Treat every athlete fairly, justly, impartially, intelligently, and with sensitivity.
- Always place the well-being, health, and safety of swimmers above all other considerations, including developing performance.
- Continue to seek and maintain their own professional development in all areas in relation to coaching and teaching children.
- Always maintain a professional separation between coach and athlete.

Any complaints of a coach violating this code of conduct will be brought to the attention of his/her supervisor and/or the club's board of directors.

TRAINING

Rocky Mountain Rapids coaches and parents will complete USA Swimming-sponsored Safe Sport Athlete Protection Training Courses.

COACHES:

As the primary individuals who (1) have routine contact with or supervision over athletes and participants, (2) are responsible for enforcing child abuse and misconduct policies, (3) are in managerial or supervisory roles, and (4) are new and current staff members and/or volunteers, all Rocky Mountain Rapids coaches will complete online training provided by USA Swimming for coaches and non-athlete members about child sexual abuse and other types of misconduct prior to supervising athletes. Coaches are required to re-accomplish the athlete protection course annually. The USA Swimming course for coaches is available here: <https://www.usaswimming.org/resources-home/resource-topic/resource-subtopic>

PARENTS:

Parents of Rocky Mountain Rapids swimmers are strongly encouraged to complete parent-tailored version of the athlete protection course available here: <https://www.usaswimming.org/resource-center/athlete-protection-training>

Athletes: Athletes age 12-18 are strongly encouraged to view the USA Swimming Safe Sport Athlete specific training with their parents. The course is available here: <https://www.usaswimming.org/resource-center/athlete-protection-training>. This training will identify risk opportunities for child physical and sexual abuse, address common myths about offenders, outline patterns, behaviors and methods of operation of sexual predators, provide definitions for, and effects of, all forms of misconduct (emotional, physical sexual; bullying, harassment and hazing), identify risk opportunities for misconduct in swimming, and identify policies, practices and procedures to recognize, reduce and report misconduct.

COACH AND VOLUNTEER SCREENING

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. To comply with the requirements and recommendations of USA Swimming, the Rocky Mountain Rapids Swim Team will conduct the following pre-employment screens on new employees:

1. Past Employment Reference Checks or Verifications (a minimum of the 3 most recent employers)
2. Education Verification (the highest held)
3. State Motor Vehicle Report Examinations.

All new coaches are also required to be USA Swimming members. Additionally, one board member and at least one coach will conduct social media searches on the prospective coach(es). SafeSport Handbook Revised 9/17/17 Page 3 of 5 A committee consisting of the Rocky Mountain Rapids head coach, two other existing coaches, and at least two board members will 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. The Head Coach and President of the Board will select from the USA Swimming-recommended providers for background checks. A list of recommended providers can be found here: <http://www.swimstaffselect.org/>

PHOTOGRAPHY POLICY

PURPOSE

There has been much talk about whether it is safe to have images taken of children participating in sports. While the great majority of images are appropriate and are taken in good faith, it is a fact that images can be misused and children can be put at risk if common sense procedures are not observed.

OUR POLICY

1. The publishing of a photograph of a swimmer under 18 either on a notice board or in a published article or video recording (including video streaming) of swimming competitions ("publication") should only be done with parents' consent per Media Release Consent as part of the annual Rapids registration process or separately with the Photography Consent Form.

2. A parent or guardian has a right of refusal to have children photographed. The exercise of this right of refusal cannot be used as grounds for refusing entry into a swimming competition. Therefore, any photo that may go to press or on a notice board, be it through a member of the club or official photographer, should receive parental consent before publishing/displaying the photo, preferably in writing.

In the case of open meets and other competitions where the host club has an official photographer present, all parents attending should be made aware of this in your meet information. If photos are to be published anywhere, the individual parent should be given the opportunity to withhold their consent. Their right to do so should be specifically drawn to their attention.

All photographs must observe generally accepted standards of decency in particular:

- Action shots should be a celebration of the sporting activity and not a sexualized image in a sporting context.
- Action shots should not be taken or retained where the photograph reveals a torn or displaced swimsuit.
- Photographs should not be taken from behind swimming blocks at the start of a race or exhibit a child climbing out of the swimming pool.
- Photographs should not be taken in locker-rooms or bathrooms

Rapids may wish to take photographs (individual and in groups) of swimmers under the age of 18 that may include your child during their membership in the club. All photos will be taken and published in line with club policy. The club requires parental consent to take and use photographs.

ELECTRONIC COMMUNICATIONS AND SOCIAL MEDIA POLICY

Rocky Mountain Rapids recognizes the prevalence of electronic communication and social media in today's world. Many of our swimmers use these means as their primary method

of communication. While the Club acknowledges the value of these methods of communication, the Club also realizes that there are associated risks that must be considered when adults use these methods to communicate with minors.

General Content: All communications between a coach or other adult and an athlete must be professional in nature and for the purpose of communicating information about team activities. The content and intent of all electronic communications must adhere to the USA Swimming Code of Conduct regarding Athlete Protection. For example, as with any communication with an athlete, electronic communication should not contain or relate to any of the following:

- drugs or alcohol use;
- sexually oriented conversation; sexually explicit language; sexual activity
- the adult's personal life, social activities, relationship or family issues, or personal problems; and
- inappropriate or sexually explicit pictures
- Note: Any communication concerning an athlete's personal life, social activities, relationship or family issues or personal problems must be transparent, accessible and professional. SafeSport Handbook Revised 9/17/17 Page 4 of 5: Whether one is an athlete, coach, board member or parent, the guiding principle to always use in communication is to ask: "Is this communication something that someone else would find appropriate or acceptable in a face-to-face meeting?" or "Is this something you would be comfortable saying out loud to the intended recipient of your communication in front of the intended recipient's parents, the coaching staff, the board, or other athletes?" With respect to electronic communications, a simple test that can be used in most cases is whether the electronic communication with swimmers is Transparent, Accessible and Professional.

Transparent: All electronic communication between coaches and athletes should be transparent. Your communication should not only be clear and direct, but also free of hidden meanings, innuendo and expectations.

Accessible: All electronic communication between coaches and athletes should be considered a matter of record and part of the Club's records. Whenever possible, include another coach or parent in the communication so that there is no question regarding accessibility.

Professional: All electronic communication between a coach and an athlete should be conducted professionally as a representative of the Club. This includes word choices, tone, grammar, and subject matter that model the standards and integrity of a staff member. If your communication meets all three of the T.A.P. criteria, then it is likely your method of communication with athletes will be appropriate. Facebook, Snapchat, blogs, and similar sites: Coaches may have personal Facebook (or other social media site) pages, but they are not permitted to have any athlete member of the Club join their personal page as a "friend." A coach should not accept any "friend" request from an athlete. In addition, the coach should remind the athlete that this is not permitted. Coaches and athletes are not permitted to "private message" each other through Facebook. Coaches and athletes are not permitted to "instant message" each other through Facebook chat or other IM method. The Club has an official Facebook page that athletes and their parents can "friend" for information and updates on team-related matters. Coaches are encouraged to set their pages to "private" to prevent athletes from accessing the coach's personal information. Facebook: The Club has an official Facebook page that coaches, athletes and parents can follow for information and updates on team-related matters. Coaches are not permitted to follow athletes. Likewise, athletes are not permitted to follow coaches. Coaches and athletes are not permitted to "direct message" each other.

Texting: Subject to the general guidelines mentioned above, texting is allowed between coaches and athletes during the hours from 7am until 9pm. Texting only shall be used for the purpose of communicating information directly related to team activities.

Email: Athletes and coaches may use email to communicate between the hours of 7am and 9pm. When communicating with an athlete through email, a parent, another coach, or a board member must also be copied.

Request to Discontinue all Electronic Communications: The parents or guardians of an athlete may request in writing that their child not be contacted by coaches through any form of electronic communication.

LOCKER ROOM MONITORING

The following guidelines are designed to maintain personal privacy as well as to reduce the risk of misconduct in locker rooms and changing areas.

FACILITIES

The following is a description of our practice and competition facilities to allow athletes and their families to plan their use:

- We practice at Liberty High School and Pine Creek High School. In addition to our team policies, we also follow Academy School District 20's policies.
- These locations can have changing areas that are shared with other facility users. As such, there are likely to be people who are not associated with Rocky Mountain Rapids in the changing area around the time of practice.

MONITORING

- General Policy Considerations Coaches and staff make every effort to recognize when an athlete goes to the locker room or changing area during practice and competition and, if they do not return in a timely fashion, we will check on the athlete's whereabouts.
- Parents may not enter locker rooms and changing areas unless it is truly necessary. In those instances, it should only be a same-sex parent. If this is necessary, parents should let the coach or administrator know about this in advance.
- If an athlete needs assistance with his or her uniform or gear (for example, a child under the age of eight), or an athlete's disability warrants assistance, then we ask that parents let the coach or an administrator know beforehand that he or she will be helping the athlete.
- Rocky Mountain Rapids has staggered practices, with different groups arriving and departing throughout the practice time. It is therefore not practical to constantly monitor locker rooms and changing area. While we do not post staff, coach, or board members inside or at the doors of the locker rooms and changing areas, we do make occasional sweeps of these areas. The coaches and board members conduct these sweeps, with women checking on female locker rooms, and men checking on male locker rooms.
- Use of Cell Phones and Other Mobile Recording Devices: Cell phones and other mobile devices with recording capabilities, including voice recording, still cameras and video cameras increase the risk for different forms of misconduct in locker rooms and changing areas. The USA Swimming Athlete Protection Policies prohibit the use of such devices in the locker room or other changing area: 305.3 Use of audio or visual recording devices, including a cell phone camera, is not allowed in changing areas, rest rooms or locker rooms. Cell phones are expected to remain enclosed in bags or pockets while in the locker room.

MISCONDUCT

Any locker room misconduct violations should be reported immediately to the coaching staff on deck. The on deck coach will report to the head coach, and an investigation may occur in conjunction with the board. If a cell phone, camera, or other recording device was involved in the misconduct it will be confiscated by the on deck coach immediately and will be returned at the discretion of the head coach and board after consultation with parents and law enforcement authorities, if necessary.

REPORTING VIOLATIONS OF THE ABOVE POLICIES

Any coach, athlete, or parent will report any violation of the above policies to the Head Coach and the President of the Board immediately. The President of the Board will convene a review panel consisting of three coaches and two board members to review details of the violation and determine the most appropriate course of action. Implicated coaches and/or board members will not participate in the review panel. Penalties for violation of the above policies may include reprimand, suspension, loss of affiliation with the Rocky Mountain Rapids Swim Team, remedial training, termination, and/or initiation of police investigation and criminal proceedings.

INPUT TO THIS DOCUMENT

The Rocky Mountain Rapids Swim Team is committed to protecting our athletes, coaches, and families, and to providing the safest and most professional environment possible for all individuals. Compliance with the policies in this handbook are mandatory and essential for the long-term success and prosperity of the team. This document will be reviewed and re-certified annually by a quorum of coaches and board members. If you have any questions, comments, or concerns with any information contained within this handbook, please contact The Rocky Mountain Rapids Head Coach, and/or the Board President.

VERSION

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