



# **Williston Sea Lions**

## **Reporting of Grievance Policy**

### **1 REPORTING CONCERNS**

The Williston Sea Lions have adopted a policy for reporting misconduct concerns that are consistent with the USA Swimming Safe Sport comprehensive abuse prevention program. The Williston Sea Lions are committed to the welfare of all athlete members. This policy has been adopted to ensure that concerns related to misconduct can be addressed by following the guidelines developed by USA Swimming. The Williston Sea Lions have included levels 1 through 4 to identify various concerns that may occur. The levels are not all inclusive nor do they identify a priority level related to the type of misconduct. If a misconduct concern is not identified below, please discuss the issue with a coach or an appropriate board member to identify the best way to report the misconduct. The USA Swimming guidelines are outlined below for violations of your athlete, coach, and parent codes of conduct:

#### **1.1 LEVEL 1**

If the concern relates to peer to peer, adult to athlete, violations of team rules, or parent issues the report should be directly made to the club by contacting the Safety Chair member, coach, or other board members as appropriate.

#### **1.2 LEVEL 2**

If the concern relates to fraud, deception, or recruiting a report should be made directly to the Zone Board of Review.

#### **1.3 LEVEL 3**

If the concern relates to any of the following:

- Criminal Charges
- Use, Sale, or Distribution of illegal drugs
- Physical Abuse
- Inappropriate Touching
- Lap Sitting
- Coaches sharing hotel rooms with Athletes
- Rubdown or Massage performed by coaches
- Pictures or video taken in locker rooms or changing areas
- A report can be made by contacting the National Office or filing an online report at <https://fs22.formsite.com/usaswimming/form10/index.html>

## 1.4 LEVEL 4

Sexual misconduct has a mandatory reporting rule under Article 306 of the USA Swimming Code of Conduct. The mandatory reporting rule is included in Section 2 of this policy.

- If the concern relates to Sexual Misconduct
- Sexual Harassment
- Sexually Explicit/Inappropriate Communication through Social Media

Please contact the U.S. Center for Safe Sport to make a report. Use the [online reporting form](#), call (720) 524-5640, or find more information at [www.safesport.org](http://www.safesport.org).

## 2 MANDATORY REPORTING RULE: ARTICLE 306

### SEXUAL MISCONDUCT REPORTING REQUIREMENTS

#### RESPONSIBILITY

It is every member's responsibility to promptly report any incident regarding sexual misconduct by a member as described in Article 304.3.8 to USA Swimming's Director of Safe Sport. Reporting must occur when an individual has firsthand knowledge of misconduct or where specific and credible information has been received from a victim or knowledgeable third party. Various state laws may also require reporting to law enforcement or to a designated child protection agency.

#### REPORTING

No member shall retaliate against any individual who has made a good faith report under 306.1.

#### FALSE REPORTING

False reporting of sexual misconduct made in bad faith is prohibited. Neither civil nor criminal statutes of limitation apply to reports of cases of sexual abuse.

#### STATUTES OF LIMITATIONS

Neither civil nor criminal statutes of limitation apply to report of cases of sexual abuse.

Source: <https://www.usaswimming.org/articles-landing-page/2017/05/08/safe-sport-report>