



Harassment, Bullying and Hazing Policy for Athletes

It is the policy of Coral Springs Swim Club to provide an environment free from harassment, bullying and hazing. As a club, we are committed to protecting our athletes from any form of physical or verbal abuse.

Definition of Harassment

Harassment includes any unwelcome verbal or physical conduct, contact or communication that is motivated by or related to individual characteristics such as race, color, national origin, gender, economic status, disability, religion, religious affiliation or sexual orientation and that creates an intimidating, hostile or offensive environment. Although harassment that creates a hostile environment may take many forms, some examples include name calling and other derogatory comments, jokes, gestures or looks, posting or distribution of derogatory pictures, notes or graffiti, blocking, pushing, hitting or other forms of physical aggression.

Definition of Bullying

Bullying includes aggressive, negative physical or verbal conduct by one athlete toward another who reasonably perceives the conduct to be intimidating. Bullying most often will occur when an athlete asserts or attempts to assert physical or psychological power over, or is cruel to, another athlete who is perceived to be weaker. Such behavior may include but is not limited to: pushing, hitting, threatening, name-calling and other physical or verbal conduct of a belittling or browbeating nature.

Definition of Hazing

Hazing is an act that subjects an athlete to physical or verbal harassment, mental or physical discomfort, intimidation, embarrassment, ridicule, or demeaning activity committed by an individual athlete or group of athletes for the purpose of initiation, maintaining membership, or holding office in any organization, club, or athletic team.

Regulations

1. It shall be a violation of the CSSC Policy for an athlete to harass, bully or haze another athlete based on race, color, religion, gender, national origin, age, sexual orientation, or disability, or to engage in conduct which would contribute to such actions. These violations are considered a Class II Infraction under the Coral Springs Swim Club Disciplinary Code and Procedures.
2. It shall also be a violation of the CSSC Policy for an athlete to retaliate against an athlete for instituting a good-faith complaint of harassment, bullying or hazing, or for an athlete to complain of harassment, bullying or hazing without a good-faith basis.
3. Athletes who violate this policy will also be subject to appropriate discipline in accordance with the CSSC Disciplinary Code and Procedures up to and including expulsion.



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4. Athletes may be disciplined for acts of harassment, bullying or hazing occurring at Swim Club hours. In the same manner, actions that take place outside of the swimming environment, organized events or practice times may be taken into consideration by the Disciplinary committee, when such acts:
- Affect the club climate or atmosphere.
 - Affect the peace, health, safety, or welfare of athletes, coaches, or any other personnel.
 - Disrupt or interfere with CSSC or CSSC activities
 - Affect CSSC reputation.

Any violation is subject to suspension or recommendation for expulsion in line with the CSSC Disciplinary Code and Procedures.

Complaints

An athlete who feels that he or she has been harassed, bullied or subjected to hazing is invited to act by doing one or more of the following:

- Talk to their parents
- Talk to a CSSC Coach, CSSC Board Member or CSSC Disciplinary Committee Member.
- Write a formal letter to the CSSC Board of Directors
- Make a formal complaint to USA Swimming Director of Safe Sport

There are no express time limits for initiating complaints under this CSSC Policy; however, every effort should be made to bring complaint to the attention of the appropriate authorities as soon as possible while memories are fresh and witnesses continue to be available.

Complaints will be investigated and where it is determined that a violation has occurred, prompt corrective action will be taken up to and including expulsion. During the investigation, confidentiality will be maintained to the extent possible. Complainants will be informed of the results of any investigation.

I _____ am a swimmer at the Coral Springs Swim Club and as such I accept to abide by the present Harassment, Bullying and Hazing Policy. By signing, I state that I understand what acts and behaviors constitute harassment, bullying and hazing and I agree to respect my fellow swimmers accordingly. I also understand that if I feel victim of harassment, bullying and/or hazing I will be able to contact CSSC coaches and staff to present a complaint. My parents/guardians are aware of this policy and sign with me today agreeing to its terms and its consequences.



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Swimmer Name and Signature

Parent Name and Signature

Witness Name and Signature

Date: