



## **Harassment, Bullying and Hazing Policy For Coaching Staff**

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 person toward another who reasonably perceives the conduct to be intimidating. Bullying most often will occur when a Coach asserts or attempts to assert physical or psychological power over, or is cruel to, an 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 for the purpose of initiation, maintaining membership in the club, or athletic team.

### **Regulations**

1. It shall be a violation of this CSSC Policy for a coach to harass, bully or haze athletes based on race, color, religion, gender, national origin, age, sexual orientation, or disability, or to engage in conduct which would contribute to such actions.
2. It shall be a violation of this policy for a coach engage in "adolescent jokes" or try to "look cool" at the expense of some of his/her students. This behavior is not endorsed by the Coral Springs Swim Club.
3. It shall also be a violation of the CSSC Policy for a coach to retaliate against an athlete for instituting a good-faith complaint of harassment, bullying or hazing.
4. Coaches who violate this policy will be subject to severe disciplinary measures as determined by authorities of the Club. Coaches may be disciplined for acts of harassment, bullying or hazing CSSC swimmers, occurring at the Swim Club and 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.



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5. Violation of this policy may include temporary suspension of the Coach and other to being removed from his/her duties at the Club, as deem appropriate by relevant authorities. Disciplinary measures will be determined based on regulations by USA Swimming and ASCA Code of Ethics.
6. The Coral Springs Club deems necessary that Coaches continually monitor their team climate and promptly address problems that could lead to harassment or violence or that indicate that harassment could be occurring. Coaches will make a constructive effort to protect athletes from conditions detrimental to learning, health, or safety.

### Complaints

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

- Talk to their parents
- Talk to another 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. During the investigation, confidentiality will be maintained to the extent possible. Complainants will be informed of the results of any investigation.

I \_\_\_\_\_ am a coach 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 the swimmers of the Club accordingly.

\_\_\_\_\_

Coach Name

\_\_\_\_\_

Coach Signature

\_\_\_\_\_

Witness Name and Signature

Date: