

Grievance Procedure for Treasure Coast Aquatics

Purpose:

Treasure Coast Aquatics (TCA) has devised these procedures to demonstrate its unwavering commitment to a healthy, safe, abusive-free and positive environment for all its members. Everyone's safety is first and foremost. Please follow the guidelines we have provided.

Who to Contact:

If you have a concern relating to bullying, parent issues, unfair treatment, or violations of the Swimmer, Parent, or Coach Code of Conduct, please reach out to Coach Pat in-person, via phone at 772-341-0618 or via email at tcaswimclub@gmail.com. Any verbal communication should be followed up with a report in writing.

If your concern relates to inappropriate behavior or activity that includes, but is not limited to, the following:

- Criminal Activity
- Use, sale, or distribution of illegal drugs
- Physical abuse
- Inappropriate touching
- Coaches sharing hotel rooms with athletes
- Rubdowns or massages performed by coaches
- Pictures and/or videos taken in locker rooms or changing areas
- Violations of USA Swimming's Minor Athlete Abuse Prevention Policy (MAAPP)

Please report the incident immediately to SafeSport. You can reach out to Florida Swimming's SafeSport coordinator, Cori Welbes, at coriwelbes@gmail.com or USA Swimming SafeSport Director Abigail Howard at ahoward@usaswimming.org. Anonymous reporting can be completed using the links on our TCA Safe Sport page.

If your concern relates to sexual misconduct, sexual harassment, or sexually explicit communication through any media, please contact the U.S. Center for SafeSport to make a report immediately. You can report your concern online using the links on our TCA Safe Sport page or call 720-524-5640. More information can be found at www.safesport.org. If you need guidance, please contact our SafeSport Coordinator, Darla Toner at h2okids@bellsouth.net or 772-341-0417.

Procedures:

Coaches, swimmers, and parents are encouraged to talk with each other to resolve their issues. However, if this isn't possible, members of Treasure Coast Aquatics should know how to file a grievance:

- Swimmers or parents who have a grievance with another swimmer, parent, assistant coach, or official should contact Coach Pat in writing as soon as possible. Coach Pat will discuss the problem in a timely and confidential manner. All information will be gathered regarding the situation, which may involve sit-down meetings with all those involved and any witnesses.

Decisions will be made within two weeks of notification. Disciplinary action that may be required is explained in more detail in the Swimmer, Parent, and Coach Codes of Conduct.

- In addition, for bullying concerns, please also see the Treasure Coast Aquatics Action Plan to Address Bullying located on the TCA website Safe Sport page.