



Action Plan of BLST to Address Bullying

PURPOSE

Bullying is unacceptable at BLST and will not be tolerated. Bullying is counterproductive to team spirit and can be devastating to a victim. BLST is committed to providing a safe and caring 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 BLST will not tolerate bullying.
2. To define bullying and give all board members, coaches, parents and swimmers a good understanding of what bullying is.
3. To make it known to all parents, swimmers and coaching staff that there is a policy and protocol should any bullying issues arise.

WHAT IS BULLYING

The USA Swimming Code of Conduct prohibits bullying. The USA Swimming Code of Conduct defines bullying in 305.2. Bullying is the severe or repeated use by one or more USA Swimming members of oral, written, electronic or other 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 that to a reasonably objective person has the effect of:

- i. causing physical or emotional harm to the other member or damage to the other members property;
- ii. placing the other member in reasonable fear of harm to himself/herself or of damage to his/her property;
- iii. creating a hostile environment for the other member at any USA Swimming activity;
- iv. infringing on the rights of the other member at any USA Swimming activity; or
- v. 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.

HANDLING PROCEDURE

If bullying is occurring during team-related activities, we stop the bullying immediately by using the following steps:

1. Intervene immediately. It is ok 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.

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:

1. Find out what

A. We get the facts.

B. We determine whether the situation is bullying or something else.

i. Review the USA Swimming definition of bullying.

ii. Consider the following questions:

~ What is the history between the kids involved?

~ Have there been past conflicts?

~ Is there a power imbalance?

~ Has this happened before? Is the child worried it will happen again?

2. Support the kids involved

A. Support the kids who are being bullied

1) Listen and focus on the child.

2) Work together parents, team members and coaches - to resolve the situation and protect the bullied child.

3) Develop a game plan. Discuss the steps that will be taken and how bullying will be addressed going forward.

4) Continue to monitor the situation.

B. Address bullying behavior

1) Make sure the child knows what the problem behavior is.

2) Tell the child that bullying will not be tolerated.

3) Involve the kid who bullied in making amends or repairing the situation when possible.

4) Follow-up.

I Acknowledge that all parents and BLST athlete(s) in my household have received and read BLST's Bullying Policy. I further acknowledge and understand that agreeing to comply with the contents of this Policy is a condition of my membership with BLST and USA Swimming.

Athlete Signature

Date

Parent Signature

Date