

IT'S OUR BUSINESS TO

STOP BULLYING

GET INVOLVED.



TEFLY

Behavior our staff watches out for:

- Small microaggressions
- Cliques
- Physical boundaries
- Bullying

Pre-emptive steps IFLY will take, if necessary:

- **Pre-arranged lane organization**

Organizing swimmers by the set's purpose, stroke speed, and in a way that will be most beneficial to creating a positive learning environment. Some swimmers may not be ecstatic they aren't in a lane with their 'best friend' for every single set of every week, but moving around and meeting new people in the group will be to their long-term benefit.

- **Group discussions on personal boundaries:**

Coaches will lead discussions as to why we don't touch each other (for any reason) and why we think about what we say to teammates.

We have clearly defined SafeSport rules about what kind of touching is appropriate and what is permitted by USA Swimming and SafeSport.

Behavior coaches cannot control but will intervene with, if brought to our attention:

- **Online microaggressions, exclusionary practices, or repeated bullying outside of practices or the pool area (locker rooms, car rides)**

These items happen outside of a coach's physical control (in locker rooms, in carpools, in warm down areas where we are not standing, at school, in texting group chats, etc). We are not able to police every moment, but when these interactions bleed over to practice and affect how practices are being run- then we need to step in.

If any actions listed above are brought to our attention with proof of occurrence, or corroborating accounts from teammates, we will ask for a parent/athlete meeting with the athletes involved to discuss our next steps.

Behavior I can control:

Microaggressions-

Microaggressions would be comments, behaviors, or actions that seem to be aimed at one or several swimmers even if those swimmers seem to have no history of issues.

If coaches hear snide comments or one-line zingers meant to make another swimmer feel badly, we will address athletes directly and explain what good sportsmanship looks like and how to act as a good teammate.

Cliques-

While we cannot control who hangs out with whom, who invites someone to party and who is excluded, we can ensure that behavior isn't tolerated at practice. Assigned lanes can adjust some of that behavior.

Teammates don't have to be best friends- or friends at all- but they **do** need to respect one another.

Physical Boundaries:

**There will be no touching each other.
Period.**

Coaches will instantly put an end to any touching.

Bullying:

Bullying is "the use of force, coercion, hurtful teasing or threat, to abuse, aggressively dominate or intimidate. The behavior is often repeated and habitual. One essential prerequisite is the perception of an imbalance of physical or social power."

The first time any action in any group is repeated and/or habitual, we will:

- Intervene immediately.
- Separate the kids involved.
- Make sure everyone is safe.
- Meet any immediate medical or mental health needs.
- Stay calm. Reassure the kids involved, including bystanders.
- Model respectful behavior when I intervene.
- Contact the parents involved to set up a meeting to discuss how we will move forward.

If no agreement can be reached on appropriate behavior, the Head Coach will include the Aquatics Director to determine if further action is required.

Our hope is with your help at home, the entire team will understand our standards and expectations for safe, fun, and challenging practices.

If you have questions specific to your child, please don't hesitate to reach out to our full-time coaches.