



## ANTI-BULLYING POLICY

Munster Swim Club has a zero-tolerance policy for any form of bullying and any attempts and/or actions will not be tolerated. Bullying is counterproductive to the team spirit and can be physically and emotionally devastating to a victim. Munster Swim Club is committed to providing a safe, caring, and friendly environment for all our swimmers. If bullying does occur, all swimmers and parents should know that the incidents will be dealt with promptly and on a case-by-case basis by the coaching staff and the Munster Swim Club Board of Directors. Anyone aware that any form of bullying is occurring is expected to inform a coach, board member or another swimmer.

### DEFINING BULLYING

The USA Swimming Code of Conduct defines bullying in 304.3.7. 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:

- Causing physical or emotional harm to the other member or damage to the other member's property
- Placing the other member in reasonable fear of harm to himself/herself or of damage to his/her property
- Creating a hostile environment for the other member at any USA Swimming activity
- Infringing on the rights of the other member at any USA Swimming activity
- 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 ACTS OF BULLYING

A swimmer 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, a Board Member, or other designated individual

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.

### PROTOCOL FOR HANDLING BULLYING

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

- Intervene immediately, it is ok to get another adult to help
- Separate the kids involved
- Make sure everyone is safe
- Assist in any immediate medical or mental health needs



- Stay calm and reassure the kids involved, and bystanders
- Model respectful behavior when you intervene

#### DISCIPLINE

Bullying can result to suspension and or termination of participation with the Munster Swim Club with no refunds of registration fee or team dues.