

Action Plan of Rockford Riptide to Address Bullying

PURPOSE:

Bullying is unacceptable at Rockford Riptide and will not be tolerated. Bullying is counterproductive to team spirit and can be devastating to a victim. The Club is committed to providing a safe, caring and friendly environment for all of our members. If bullying does occur, incidents will be addressed effectively. Anyone who knows that bullying is happening is expected to communicate this to a coach or parent.

WHAT IS BULLYING?

The USA Swimming Code of Conduct prohibits bullying. Generally, bullying is the use of aggression that hurts another person.

The USA Swimming Code of Conduct defines bullying as 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 member's 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 their parents
- Talk to, or write an email to, a Club Coach or other trusted adult within the club
- Make a report to the USA Swimming Safe Sport staff

HOW WE HANDLE BULLYING

If bullying is occurring during team-related activities, it will be stopped using the following steps:

1. Intervention and diffusing of the situation
2. Separation of the kids involved
3. Making sure everyone is safe
4. Meeting any immediate medical or mental health needs
5. Staying calm and reassuring
6. Modeling respectful behavior
7. Getting the facts from multiple sources
8. Discussion and explanation of correct behavior with those involved
9. Parent contact as warranted

Parents are also expected to refrain from bullying any person connected with the club.

As with all club concerns, our goal is a positive resolution for everyone involved!