



Grievance Procedure

Gator Swim Club - Seekonk • Seekonk Aquatics Inc.

The Gator Swim Club - Seekonk Grievance Procedure provides swimmers, parents, and coaches a system to address and report grievances in a productive, systematic way. Following these steps provides the appropriate parties a means to properly investigate, intervene, and take disciplinary action when needed.

WHERE TO REPORT:

For issues dealing with sexual misconduct, sexual harassment, and/or sexually explicit or inappropriate communication through social media:

- U.S. Center for SafeSport
833-587-7233 or <https://safesport.i-sight.com/portal>

For issues dealing with physical abuse, emotional abuse, criminal charges, and the use, sale or distribution of illegal drugs:

- USA Swimming Safe Sport:
safesport@usaswimming.org or <https://fs22.formsite.com/usaswimming/form10/index.html>

Issues dealing with peer-to-peer bullying, coach-athlete bullying, parent issues, violations of the Gator Swim Club - Seekonk Code of Conduct, and violations of the Minor Athlete Abuse Prevention Policy are handled at the club level following the procedures outlined below.

WHOM TO NOTIFY OF A GRIEVANCE:

Regarding the Conduct of a Swimmer

Should a parent or swimmer feel another swimmer's conduct is inappropriate or violates the Gator Swim Club - Seekonk Code of Conduct, the parent/swimmer should discuss these concerns with the coach of the swimmer responsible for the violation, either in person or in writing. Coaches will ensure that Ray Grant is notified of the complaint and will participate in assessing behavior.

Regarding the Conduct of an Assistant Coach

Should a parent or swimmer feel an Assistant Coach's conduct is inappropriate or in violation of any Club policies or procedures, the parent/swimmer should notify the group's Head Coach of this violation, either in person or in writing. The Head Coach will ensure that Ray Grant is notified of the complaint and will participate in assessing behavior.

Regarding Conduct of Head Coach

Should a parent or swimmer feel the Head Coach's conduct is inappropriate or violates any Club policies or procedures, the parent/swimmer should notify Ray Grant of this violation, either in person or in writing.

Regarding Parent or Official Conduct

Should a parent or swimmer feel another Gator Swim Club – Seekonk parent's or an official's conduct is inappropriate or violates any Club policies or procedures, the parent/swimmer should notify their group's Head Coach of this violation, either in person or in writing.

Please note: With the exception of issues which immediately affect the health and safety of swimmers, all matters should be discussed before or after practice.

HOW GRIEVANCES WILL BE HANDLED

All four of Gator Swim Club - Seekonk's Head Coaches have the authority to impose penalties for infractions of the team's Athlete, Parent, and Coach Codes of Conduct or any behavior(s) they deem not conducive to the best interests of the Club or other swimmers. Consequences are at their sole discretion and may include, but aren't limited to, verbal warnings, dismissal from practice, contacting parents, temporary suspension from club activities, and expulsion. Involved parties will be informed of the processes and range of potential consequences. The U.S. Center for SafeSport, USA Swimming, and local law enforcement (if applicable) will be contacted within 24 hours if a coach, parent, or swimmer violates the SafeSport Code for the U.S. Olympic and Paralympic Movements, the USA Swimming Code of Conduct, Athlete Protection Policy, or local laws.

Gathering Information:

The appropriate individuals will contact the person who filed the grievance, and the person against whom the grievance is being filed, to ask questions about what happened. In addition, other witnesses may be contacted for more information.

Assessing Behavior:

The behavior of the person(s) against which the grievance was brought, will be assessed using club policies and facility rules, USA Swimming Code of Conduct, USA Swimming Safe Sport policies, as well as applicable local and state laws.

Consequences will be given and disciplinary action will be taken, if appropriate. These consequences and disciplinary actions will be decided using the following general guidelines:

- Nature of the misconduct
- Severity of the misconduct
- Prior disciplinary actions
- Adverse effect of the misconduct
- Application of the Code of Conduct