



Old Bridge Breakers Summer Swim Team

Standard Operating Procedures

for complaints regarding sexual assault, harassment,
inappropriate sexual contact and fraternization

OLD BRIDGE BREAKERS

Background



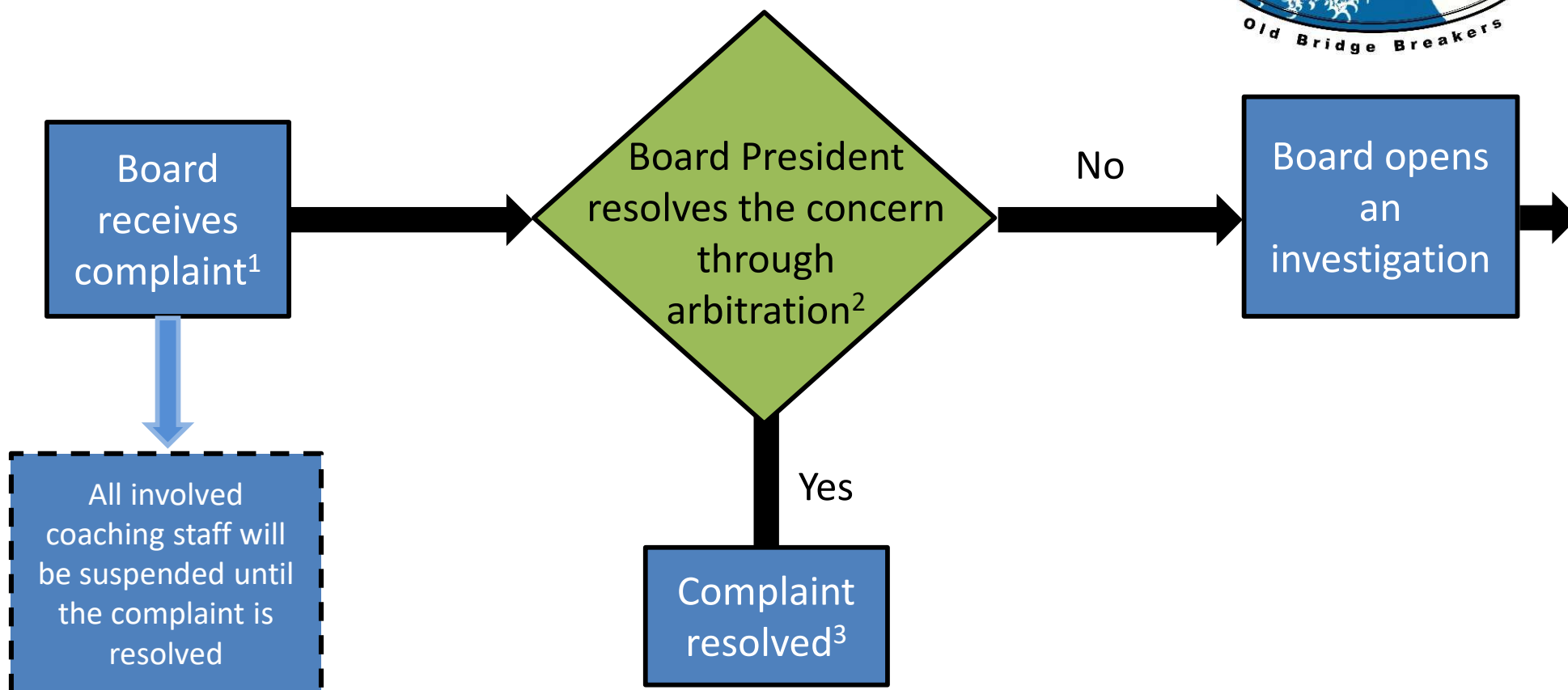
- The safety of our swimmers is the top priority of the Breaker Board; a mutual understanding of acceptable and unacceptable behavior between swimmers and coaches is essential to achieving this priority.
- Accordingly, the Breaker Board adopted the governing rules of USA Swimming Code of Conduct 304 – 307 as well as the USA Swimming/Safe Sport Minor Athlete Abuse Prevention (MAAP) Policy in 2022.
 - These articles provide a common framework for inappropriate behavior between coaches and swimmers.
 - All paid coaches & coaching volunteers are required to read and acknowledge understanding of these articles prior to coaching our swimmers.

Purpose



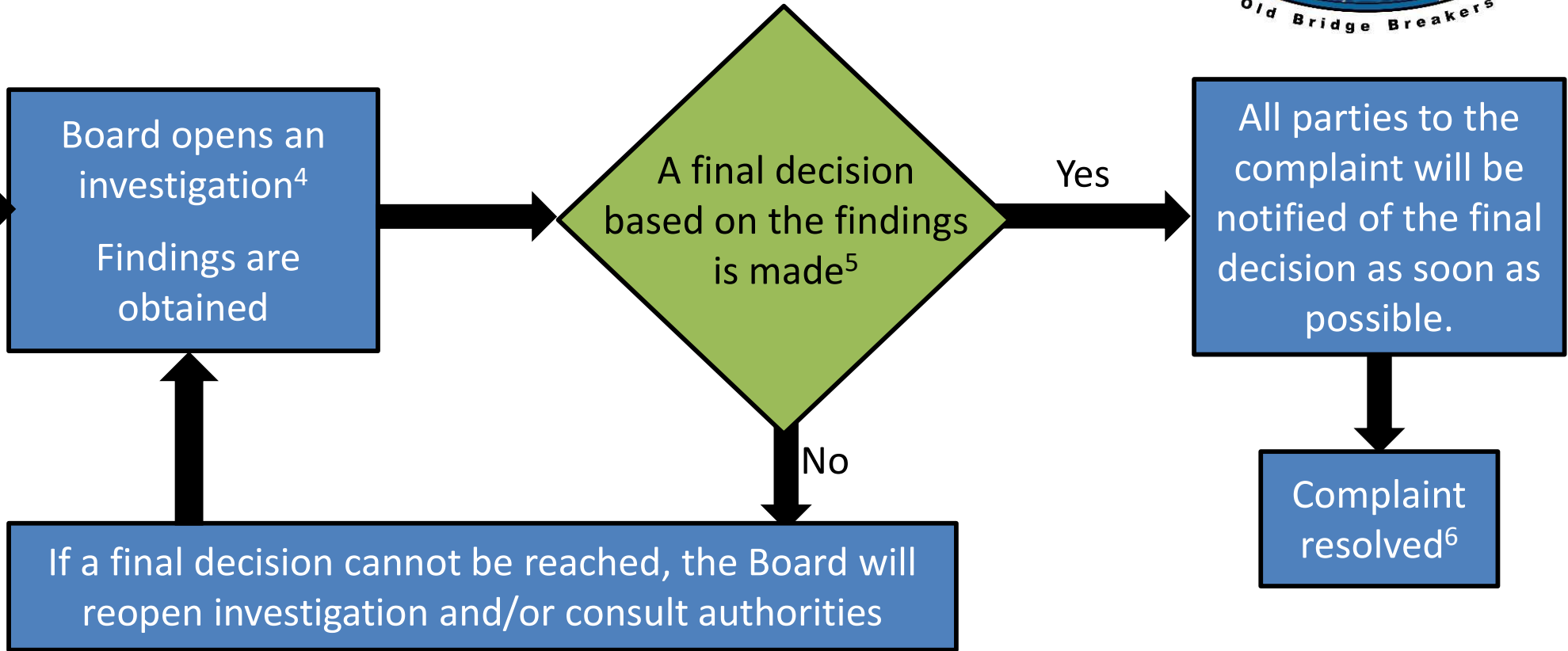
- This policy has two purposes:
 - to establish use of the governing rules of USA Swimming Code of Conduct and the USA Swimming/Safe Sport Minor Athlete Abuse Prevention (MAAP) Policy and
 - to provide a process for handling allegations involving Breaker swimmers and coaches.
- All parents are highly encouraged to talk to their children regarding proper interactions between swimmers and coaches. Although this conversation may be uncomfortable, the Board believes it is crucial to help our children feel safe to approach a trusted source with potential issues.
- Under no circumstance will the Breaker Board discourage a parent from reporting any incident to the police or appropriate authority if a parent feels that this is appropriate. If a police complaint is filed, the Board will not conduct a parallel investigation but will suspend the coach pending the complaint's resolution.

Process



1. A complaint may come from any parent, a swimmer, or another coach. While the nature of the complaint will be shared with the full Board, names of all parties involved will be held in confidence and revealed only on a need-to-know basis. *If the complaint is more severe than the Board should address, the Board will recommend the accuser consult authorities and not use this Board process.*
2. Arbitration will include any of the accuser, the accused and/or additional Board member(s) as deemed appropriate by the Board President.
3. Appropriate resolution can include, but is not limited to, additional coach training, limiting the interaction between the coach and the swimmer, and/or removal of the coach from their position.

Process (con't)



4. This investigation may be conducted by the Board President or an unbiased investigator. If an investigator associated with the Breakers cannot be found, the Board President may request assistance from a different PWSL swim team. Regardless of the source, this investigator must be approved by a majority of the Board. The investigator reports findings to the Board President.
5. This final decision is delegated to an unbiased arbitration panel of three members (the investigator cannot be a panel member). If panel members associated with the Breakers cannot be assembled, the Board President may request assistance from a different PWSL swim team. Regardless of the source, the members of the panel must be approved by a majority of the Board. The panel's final decision is communicated to the Board; the Board President (or their delegate) completes all notifications.
6. Appropriate resolution can include, but is not limited to, additional coach training, limiting the interaction between the coach and the swimmer, and/or removal of the coach from their position.

Additional points from the Board

- Please keep in mind that coaching young swimmers requires a hands-on approach. We also routinely have young adult coaches. Often, parental concerns can be handled through a direct conversation with the coach-of-concern in the presence of the Head Coach or a Board member.
- That being said, **any and all complaints reported to the Board will be treated seriously.**
- Any complaint against a coach is an extremely sensitive matter. If at all possible, the Board will protect the identity of the accuser. We ask that parents also respect the privacy of both the accuser and the accused.
- If a Board member is related to an accuser/accused, they will recuse themselves from the entire process laid out here.
- Any removal of an OBB coach due to a complaint will not be arbitrary and must be approved by a majority of the Board. If the OBB coach is also an OBB swimmer, expulsion from the team per the OBB Codes of Conduct may also be appropriate, as decided by the Board.
- Any Board-substantiated complaint against an OBB coach, paid or volunteer, will be reported to USA Swimming's office of Safe Sport.
- The Board will be as transparent as possible throughout the process. This policy serves to clearly communicate what may be going on "behind the scenes" in such a situation.
- If you have any concerns about this policy, please let a Board member know. Working together, we as the Board, coaches, and parents can ensure a fun and safe summer.

The logo is an oval emblem. Inside the oval, there are blue and white stylized waves. Overlaid on the waves are the large, bold, grey letters 'OBB'. Below the oval, the words 'OLD BRIDGE BREAKERS' are written in a grey, sans-serif font, following the curve of the bottom edge.

**Thank you for helping
us safeguard our
swimmers and coaches!**