

# SMRT Safe Sport Policy

Safe Sport is USA Swimming's (USAS) program to eliminate sexual abuse and misconduct in our sport. The safety and well-being of our swimmers is a priority. We all need to commit to making the SMRT swim environment safe and healthy for everyone involved, including swimmers, coaches, parents and volunteers.

Reference [SMRT Minor Athlete Abuse Prevention Policy \(MAAPP\)](#)

Reference [Additional MAAPP Resources from USA Swimming](#)

Reference [USA Swimming Best Practice Guidelines](#)

## Reporting Procedure

If you experience or witness actions or events that concern you or make you feel uncomfortable, it is important to talk to someone about it.

### Who to Contact

If you have a concern relating to bullying, parent issues, unfair treatment or violation of the swimmer, parent, or coach code of conduct, contact the Head Coach. Report the incident immediately if your concern relates to inappropriate behavior or activity that includes, but is not limited to, the following:

- ☐ Criminal Activity
- ☐ Use, sale, or distribution of illegal drugs
- ☐ Physical abuse
- ☐ Inappropriate touching
- ☐ Coaches sharing hotel rooms with athletes
- ☐ Rubdowns or massages performed by coaches
- ☐ Pictures and/or videos taken in locker rooms or changing areas
- ☐ Violations of USA Swimming's Minor Athlete Abuse Prevention Policy (MAAPP)

### To report a concern to USA Swimming

Call: 719-866-4578

Email: [safesport@usaswimming.org](mailto:safesport@usaswimming.org)

Online: [U.S. Swimming Safe Sport Reporting Form](#)

### To report a concern to the U.S. Center for Safe Sport

Call: 720-524-5640

Online: [U.S. Center for Safe Sport Reporting Form](#)

### SMRT Swimming Safe Sport Coordinator

Elizabeth Ransford

Call: 843-670-6454

Email: [edransford@gmail.com](mailto:edransford@gmail.com)



# Required Training

## Safe Sport Training for Minor Athletes

- ☐ Required for all athletes 14 years and older
- ☐ Recommended for all athletes 12 years and older
- ☐ [USA Swimming Safe Sport Activity Book](#) for ages 6-11 years.

## Safe Sport Training for Parents, Guardians and Adult Non-Athletes

- ☐ Strongly recommended for all parents, guardians and adult non-members (most parents should register as non-members)
- ☐ For parents and guardians who are already USAS members (e.g., coaches, officials), use USA Swimming LEARN.

## Athlete Protection Training for Adult Athletes and USA Swimming Members

- ☐ Required for all athletes 18 years and older
- ☐ Required for all athlete and non-athlete USA swimming members

# SMRT Plan to Address Bullying

SMRT does not tolerate bullying. It is counterproductive to team spirit and can be devastating to a victim.

## **What is Bullying?**

Generally, bullying is the use of aggression, whether intentional or not, which hurts another person. Bullying is the severe or repeated use, regardless of when or where it may occur, by one or more USA Swimming members of an oral, written, electronic or 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 or participating non-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. Bullying may place the other member in reasonable fear of harm to himself/herself or of damage to his/her property. It creates a hostile environment for the other member at any USA Swimming activity, and infringes on the rights of the other member at SMRT or USA Swimming activity. Bullying may materially and substantially disrupts the training process or the orderly operation of SMRT or USA Swimming activities.

## **Reporting Procedure**

An athlete who feels that he or she has been bullied should:

1. talk to a parent
2. talk to a SMRT Coach

3. write a letter or email to a SMRT Coach. There is no express time limit for initiating a complaint, but every effort should be made to bring the complaint to the attention of the appropriate club leadership as soon as possible.

SMRT Coaches will intervene when a bullying incident occurs. Each complaint will be investigated. This policy applies to swimmers while at SMRT facilities, when representing SMRT at any meet or SMRT-sponsored event. The coaching staff will discuss this policy with their swimmers to assure them that they do not need to endure any form of harassment, intimidation and/or bullying.

Failure to comply with SMRT's bullying policies will result in consequences ranging from suspension to expulsion and other disciplinary actions.

## SMRT Locker Room Policies

- Coaches will make every effort to recognize when an athlete goes to the locker room during practice and competition and, if they do not return in a timely fashion, a same-sex coach will check on the athlete's whereabouts.
- Parents are discouraged from entering locker rooms and changing areas unless it is absolutely necessary. In those instances, it should only be a same-sex parent.
- SMRT coaches, SMRT swimmers, and the facility's members all have access to the locker rooms. To ensure the safety of our swimmers, before and/or after a practice, a female/male coach may do a quick walk-through of the same sex locker room to look for safety hazards and to ensure swimmers are behaving appropriately.

### Use of Cell Phones and Other Mobile Recording Devices

Cell phones and other mobile devices with recording capabilities, including voice recording, still cameras and video cameras increase the risk for different forms of misconduct in locker rooms and changing areas. The USA Swimming Athlete Protection Policies prohibit the use of such devices in the locker room or other changing areas.

### Responding to Misconduct and Monitor Problematic Behavior

First misconduct: the swimmer/parent will be given a verbal warning.

Second misconduct: the swimmer/parent may lose the usage of the locker rooms for a week

Third misconduct: the swimmer loses all privileges of using the facility's locker room.

### SMRT Locker Room Rules

1. Show respect to others at all times. No disrespectful comments, bullying, profanity or inappropriate language.
2. No horseplay, pushing, shoving, running or chasing anyone. No boxing. No chin-ups from the shower curtain bars. No throwing of soap/water. No snapping of towels at individuals in the locker room.
3. Do not stand on the benches or climb into the lockers.

4. No screaming or shouting.
5. Keep the locker room clean. Discard all trash in trash cans and leave the locker room cleaner than when you arrived.
6. Do not take items that don't belong to you. If it appears an item has been left behind by another swimmer, try to give it to a coach so he/she can try to return it to the owner.
7. The team is not responsible for lost items.
8. Bring your bags out to the pool deck, do not leave them unattended in the locker room.
9. Food, gum, beverages (besides water), and glass items are prohibited in the locker room.
10. Cell phones and other technological devices are not to be used to take pictures or videos in the locker rooms, showers, bathroom area.

## SMRT Photography Policy

As part of SMRT's commitment to athlete protection, the following policies and best practices apply to our use of photography and video.

- ☐ No photography or video should be taken for any reason in a locker room or restroom. Refrain from using devices with cameras in these areas.
- ☐ No photography or video should be taken, for any reason, from behind the racing blocks nor of a swimmer exiting the pool. Keep all camera and camera devices on the sides of the pool.

Sharing of individual and group photos on social media should adhere to best practices.

- ☐ Commonly accepted standards of decency should apply all photos.
- ☐ To protect privacy and safety of athletes, the sharing of photos on social media should be done in the "Members Only" section of official SMRT platforms.
- ☐ If a swimmer or parent requests that an image be removed, extend this courtesy.
- ☐ Athletes utilizing social media to share photos that include teammates should ensure that they have the pictured teammates' permission to post and should remove the images if requested to do so.
- ☐ Video may periodically be taken of athletes as they train and/or compete for analysis and review with the athlete. Training videos are not typically published for public view.

At any time, parents or guardians may request, in writing, their withdrawal of consent to publication by SMRT of images or video of their swimmer(s) in any or all of the following:

- ☐ SMRT Swimming TeamUnify website
- ☐ SMRT official social media platforms
- ☐ SMRT published materials (promotional flyers, etc.)

SMRT does not employ or designate an official team photographer. Photos shared by

others on official team social media outlets are not explicitly covered by this withdrawal of consent; however, all members posting images are reminded of the best practices shared above.

## SMRT Code of Conduct for Athletes

The purpose of a code of conduct for athletes is to establish consistent expectations for athletes' behavior. Upon review of this code of conduct, athletes agree to the following statements:

- ☐ I will respect and show courtesy to my teammates and coaches at all times.
- ☐ I will demonstrate good sportsmanship at all practices and meets.
- ☐ I will set a good example of behavior and work ethic for my younger teammates.
- ☐ I will be respectful of my teammates' feelings and personal space. Swimmers who exhibit sexist, racist, homophobic, or otherwise inappropriate behavior will be faced with consequences.
- ☐ I will attend all team meetings and training sessions, unless I am excused by my coach.
- ☐ I will show respect for all facilities and other property (including locker rooms) used during practices, competitions, and team activities.
- ☐ I will refrain from foul language, violence, behavior deemed dishonest, offensive, or illegal.
- ☐ If I disagree with an official's call, I will talk with my coach and not approach the official directly.
- ☐ I will obey all of USA Swimming's rules and codes of conduct.
- ☐ I understand that if I violate this code of conduct, I will be subject to disciplinary action determined by my coaches and the swim club's board of directors.

## SMRT Code of Conduct for Parents and Guardians

The purpose of a code of conduct for parents and guardians is to establish consistent expectations for behavior by parents. As a parent or guardian, I understand that participation fosters growth and development. I also understand that it is essential to provide the coaching staff with respect and the authority to coach the team. I agree with the following statements:

- ☐ I will set the right example for our children by demonstrating sportsmanship and showing respect and common courtesy at all times to the team members, coaches, competitors, officials, parents, and all facilities.

- ☐ I will get involved by volunteering, observing practices, cheering at meets, and talking with my child and their coach about their progress.
- ☐ I will refrain from coaching my child from the stands during practices or meets.
- ☐ I understand that criticizing, name-calling, use of abusive language or gestures directed toward coaches, officials, volunteers, and/or any participating swimmer will not be tolerated.
- ☐ I will respect the integrity of the officials.
- ☐ I will direct my concerns to first to the Head Coach. Then, if not satisfied, to the appropriate supervisor. I understand the above expectations and that my failure to adhere to them may result in disciplinary action.

## SMRT Code of Conduct for Coaches

The purpose of this code of conduct for coaches is to establish common expectations for all members of the SMRT coaching staff. It is to be used as a guide to promote a positive team environment and good sportsmanship.

- ☐ At all times, adhere to USA Swimming's rules and code of conduct.
- ☐ Set a good example of respect and sportsmanship for participants and fans to follow.
- ☐ Act and dress with professionalism and dignity in a manner suitable to his/her profession.
- ☐ Respect officials and their judgment and abide by the rules of the event.
- ☐ Treat opposing coaches, participants, and spectators with respect.
- ☐ Instruct participants in sportsmanship and demand that they display good sportsmanship.
- ☐ Coach in a positive manner and do not use derogatory comments or abusive language.
- ☐ Win with humility and lose with dignity.
- ☐ Treat every athlete fairly, justly, impartially, intelligently, and with sensitivity.
- ☐ Always place the well-being, health, and safety of swimmers above all other considerations, including developing performance.
- ☐ Continue to seek and maintain their own professional development in all areas in relation to coaching and teaching children.
- ☐ Always maintain a professional separation between coach and athlete. Any complaints of a coach violating this code of conduct will be brought to the attention of his/her supervisor and/or the club's board of directors.

Reference [USA Swimming Code of Conduct](#)