

## **PS Bullying Policy**

Bullying of any kind is unacceptable at Pacific Swim Team and will not be tolerated. Bullying is counter-productive 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, all athletes and parents should know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell a coach, or athlete/mentor.

**WHAT IS BULLYING?** The USA Swimming Code of Conduct prohibits bullying. Generally, bullying is the use of aggression, whether intentional or not, which hurts another person. Bullying results in pain and distress.

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:

1. Causing physical harm to another member or damage to the other member's property or repeatedly through comments or expressions directed specifically at another member resulting in emotional harm or severe distress;
2. Placing another member in reasonable fear of harm to himself/herself or of damage to his/her property;
3. Creating a hostile environment through comments directed at another member or through physical intimidation of another member at any USA Swimming activity;
4. Infringing on the legal rights of the other member at any USA Swimming activity; or
5. Materially, substantially and repeatedly disrupting the training process or the orderly operation of any USA Swimming activity

**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 your parents
- Talk to a coach at your club
- Write a letter or email to your club coach

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.