

TENNESSEE AQUATICS

SWIMMING • DIVING • MASTERS



BULLYING POLICY AND ACTION PLAN

PURPOSE

Bullying of any kind is unacceptable at Tennessee Aquatics ("TNAQ") and will not be tolerated. Bullying is counterproductive to team spirit and can be devastating to a victim. TNAQ is committed to providing a safe, caring, and friendly environment for all of its 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, board member, or other TNAQ staff member.

OBJECTIVES

1. To make it clear that TNAQ will not tolerate bullying in any form.
2. To define bullying and give all athletes, parents, coaches, and board members a good understanding of what bullying is.
3. To make it known to all parents, athletes, and coaching staff that there is a policy and protocol should any bullying issues arise.
4. To clearly outline the process for reporting bullying.
5. To spread the word that TNAQ takes bullying seriously and that all athletes and parents can be assured that they will be supported when bullying is reported.

DEFINITION

The US Center For Safe Sport defines bullying in section IX. D. 3.

3. Bullying Behavior

Repeated and/or severe behavior(s) that are (a) aggressive (b) directed at a Minor, and (c) intended or likely to hurt, control, or diminish the Minor emotionally, physically or sexually. Bullying-like behaviors directed at adults are addressed under other forms of misconduct, such as Hazing and/or Harassment. Examples of bullying behavior may include, without limitation, repeated and/or severe:

- a. Physical – Hitting, pushing, punching, beating, biting, striking, kicking, choking, spitting or slapping, or throwing objects (such as sporting equipment) at another person.
- b. Verbal – Ridiculing, taunting, name-calling or intimidating or threatening to cause someone harm.
- c. Social, including cyberbullying – Use of rumors or false statements about someone to diminish that person's reputation; using electronic communications, social media or other technology to harass, frighten, intimidate or humiliate someone; socially excluding someone and asking others to do the same.
- d. Sexual – Ridiculing or taunting based on gender or sexual orientation (real or perceived), gender traits or behavior, or teasing someone about their looks or behavior as it relates to sexual attractiveness.
- e. Criminal Conduct – Bullying Behavior includes any conduct described as bullying

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under federal or state law.

f. Exclusion – Conduct may not rise to the level of Bullying. Behavior if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or arising from conflict or struggle between persons who perceive they have incompatible views and/or positions.

Bullying does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance.

REPORTING PROCEDURE

An athlete who feels that he or she has been bullied is asked to do one or more of the following things:

1. Talk to your parents
2. Talk to a TNAQ Coach, Board Member, or other designated individual
3. Write a letter or email to a TNAQ Coach, Board Member, or other designated individual
4. Make a report to the US Center For Safe Sport and USA Swimming Safe Sport staff.
5. 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 TNAQ 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.

HOW TO HANDLE ACTIVE BULLYING

If bullying is occurring during team-related activities, we **STOP BULLYING ON THE SPOT** using the following steps:

1. Intervene immediately. It is ok to get another adult to help.
2. Separate the kids involved.
3. Make sure everyone is safe.
4. Meet any immediate medical or mental health needs.
5. Stay calm. Reassure the people involved, including bystanders.
6. Model respectful behavior when you intervene.

If bullying is occurring at our club or it is reported to be occurring at our club, we address the bullying by **FINDING OUT WHAT HAPPENED** and **SUPPORTING THE ATHLETES INVOLVED** using the following approach:

Investigating an Incident

1. **First, we get the facts.**
 - Keep all the involved athletes separate.
 - Get the story from several sources, including both adults and kids.
 - Listen without blaming.
 - Don't call the act "bullying" while you are trying to understand what happened.
 - It may be difficult to get the whole story, especially if multiple athletes are involved or the bullying involves social bullying or cyberbullying. Collect all available information.

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2. Next, we determine if it's bullying.

There are many behaviors that look like bullying but require different approaches. It is important to determine whether the situation is bullying or something else. Take the following steps to determine whether an incident was actually bullying:

- Review the US Center For Safe Sport definition of bullying.
- To determine if the behavior is bullying or something else, consider the following questions:
 - What is the history between the athletes involved?
 - Have there been past conflicts?
 - Is there a power imbalance? Remember that a power imbalance is not limited to physical strength. It is sometimes not easily recognized. If the targeted athlete feels like there is a power imbalance, there probably is.
 - Has this happened before? Is the athlete worried it will happen again?
- Remember that it may not matter “who started it.” Some athletes who are bullied may be seen as annoying or provoking, but this does not excuse the bullying behavior.
- Once you have determined if the situation is bullying, support all of the athletes involved.

Supporting the Athletes Involved

1. Support the athletes who are being bullied.

- Listen and focus on the athlete. Learn what's been going on and show you want to help. Assure the athlete that bullying is not their fault.
- Work together to resolve the situation and protect the bullied athlete. The athlete, parents, and fellow team members and coaches may all have valuable input. It may help to:
 - Ask the athlete being bullied what can be done to make him or her feel safe. Remember that changes to routine should be minimized. He or she is not at fault and should not be singled out. For example, consider rearranging lane assignments for everyone. If bigger moves are necessary, such as switching practice groups, the athlete who is bullied should not be forced to change.
 - Develop a game plan. Maintain open communication between TNAQ staff and the involved athletes' parents. Discuss the steps that will be taken and how bullying will be addressed going forward.
- Be persistent. Bullying may not end overnight. Commit to making it stop and consistently support the bullied athlete.

2. Address bullying behavior.

- Make sure the athlete knows what the problem behavior is. Young people who bully must learn their behavior is wrong and harms others.
- Show the athletes that bullying is taken seriously. Calmly tell the athlete that bullying will not be tolerated. Model respectful behavior when addressing the problem.
- Work with the athlete to understand some of the reasons he or she bullied. For example:

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- Sometimes young people bully to fit in or just to make fun of someone who is a little different from them. In other words, there may be some insecurity involved.
- Other times young people act out due to other circumstances—issues at home, abuse, stress—that are going on in their lives. They also may have been bullied. These athletes may be in need of additional support.
- Involve the athlete who bullied in making amends or repairing the situation. The goal is to help them see how their actions affect others. For example, the athlete can:
 - Write a letter apologizing to the athlete who was bullied.
 - Do a good deed for the person who was bullied, for TNAQ, or for others in your community.
 - Clean up, repair, or pay for any property they damaged.
- Avoid strategies that don't work or have negative consequences:
 - Zero tolerance or “three strikes, you're out” strategies don't work. Suspending or removing from the team athletes who bully does not reduce bullying behavior. Athletes may be less likely to report and address bullying if suspension or getting kicked off the team is the consequence.
 - Conflict resolution and peer mediation don't work for bullying. Bullying is not a conflict between people of equal power who share equal blame. Facing those who have bullied may further upset athletes who have been bullied.

Sources

- Stop Bullying.gov – www.stopbullying.gov
 - A federal government website managed by the U.S. Department of Health & Human Services
- USA Swimming – www.usaswimming.org/protect
- U.S. Center for Safe Sport – www.uscenterforsafesport.org