



GRIEVANCE AND REPORTING POLICY

Purpose

To clearly explain procedures for the notification and handling a violation of any team policy, unless otherwise specified in that policy.

General Guidelines

If any swimmer, coach, or parent/guardian has a concern, has witnessed a red flag behavior or a known policy violation the first step is to speak to the direct coach(es) of the swimmer or swimmers involved. If the direct coach is involved in the situation, unavailable or has not responded to the concern, then the team representative at camas@goldsgym1965.com, should be contacted. Team representative will ensure the head coach is notified of the concern and will participate in assessing behavior.

Please be aware of the appropriate timing to connect with a coach or board member. During practice the coach is responsible for the safety of swimmers on deck and in the water, so cannot adequately address a concern. It is best to e-mail or call the coach to arrange a mutually agreeable time to discuss the concern.

Regarding the Conduct of an Assistant – Contact the Head 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 Head Coach of this violation. This complaint should be made in person or in writing. The Head Coach will ensure that the club owner is notified of the complaint and will participate in assessing behavior.

Regarding Conduct of Head Coach – Notify the Contact (another coach or the team representative)

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 the [another coach or the club governing board, as applicable] of this violation. This complaint should be made in person or in writing.

Regarding Parent or Official Conduct — Notify the Head Coach

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

The violation of any GAC team policy is subject to reporting and disciplinary action (see Parent/Athlete Code of Conduct).

If Concerns Deal with any of the Following:

- Criminal Charges;
- Use, Sale, or Distribution of illegal drugs;
- Physical Abuse;
- Inappropriate Touching;
- Lap Sitting;
- Coaches sharing hotel rooms with Athletes;
- Rubdown or Massage performed by Coaches;
- Pictures or video taken in locker rooms or changing areas.
- Sexually explicit or inappropriate communication through social media

Please do not hesitate to contact the Contact USA Swimming Safe Sport office (719) 866-4578 to make a report or use the online form [Deal with a Safe Sport Concern](#). For National US Center for Safe Sport: Call (833) 587-7233, or find more information at www.uscenterforsafesport.org

Concern of Physical or Sexual Misconduct or Abuse

USA Swimming Rule Book (2021) Article 304-307 outlines examples of misconduct, club requirements for staff training and the requirement for all coaches and officials to undergo background checks. In addition, the USA Swimming Safe Sport handbook has detailed information regarding concerning behaviors and red flags. <http://www.usaswimming.org>

Any concern about physical or sexual misconduct or abuse should be brought to the attention of the Head Coach, Board President IMMEDIATELY. We encourage all parents, swimmers, and coaches to be aware of what types of behaviors are red flags for progressing to abuse and report what they have witnessed even if they are not entirely sure it is an abusive behavior. The Safe Sport parent training module will be reviewed annually with the membership to allow parents and swimmers to better identify inappropriate behavior.

If there is any credible concern about physical or sexual abuse, law enforcement authorities, Child Protective Services and the USA Swimming athlete protection program office will be notified. If there is a question about whether a behavior or conduct violation is reportable, the USA Swimming athlete protection program office will be contacted for guidance.

<https://www.usaswimming.org>

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

Guidelines for Coaches/Board Members

1. Respond immediately to any reported red flag or report of abuse by notifying the Head Coach and Board President or any board member. Confirm that there is no imminent danger. Notify USA Swimming Safe Sport office (719) 866-4578 or use the online reporting form: [Deal with a Safe Sport Concern](#) , www.uscenterforsport.org
2. Get as much detailed information as you can from the person making the report and from any others who may have relevant information. If it involves a coach, review personnel records to determine if this is a first-time report or a recurrence.
3. Review findings with the Head Coach and Board President, to decide a course of action and take necessary disciplinary action. This includes reporting concerns of physical or sexual abuse to law enforcement, CPS and USA Swimming Athlete Protection Program. Any consequences and disciplinary actions will be decided using the following general guidelines:
 - i. Nature of the misconduct
 - ii. Severity of the misconduct
 - iii. Prior disciplinary actions
 - iv. Adverse effect of the misconduct
 - v. Application of the Code of Conduct
4. Clearly document findings and steps taken.
5. The Head Coach and Board President will decide who else needs to know about the situation. This may include other coaches and other swimmers or parents, depending on circumstances. The goal is to prevent rumors spreading and provide a clear line of communication.
6. The Head Coach and the board will review all reports to determine if changes to training, monitoring, supervision, or policies are necessary.
7. Contact USA Swimming Safe Sport office (719) 866-4578 to make a report or use the online form [Deal with a Safe Sport Concern](#). For U.S. Center for Safe Sport: Call (833) 587-7233, or find more information at www.uscenterforsafesport.org.

Good Faith Reporting Protection

As outlined in section 307 of the USA Swimming Rulebook (2021), no member or team shall retaliate against any individual who has made a good faith report of misconduct or abuse. Any adverse action regarding the employment, membership or other material rights of an individual who has made a good faith report within 90 days of that report is considered retaliatory. See Article 307 for more details.