

## ***COM Aquatics***

### ***Harassment, Bullying, and Hazing Policy***

It is the policy of COM Aquatics to provide an environment free from harassment, bullying and hazing. As a club, we are committed to protecting our athletes from any form of physical or verbal abuse.

#### **Definition of Harassment**

Harassment includes any unwelcome verbal or physical conduct, contact or communication that is motivated by or related to individual characteristics such as race, color, national origin, gender, economic status, disability, religion, religious affiliation or sexual orientation and that creates an intimidating, hostile or offensive environment. Although harassment that creates a hostile environment may take many forms, some examples include name calling and other derogatory comments, jokes, gestures or looks, posting or distribution of derogatory pictures, notes or graffiti, blocking, pushing, hitting or other forms of physical aggression.

#### **Definition of Bullying**

Bullying includes aggressive, negative physical or verbal conduct by one athlete toward another who reasonably perceives the conduct to be intimidating. Bullying most often will occur when an athlete asserts or attempts to assert physical or psychological power over, or is cruel to, another athlete who is perceived to be weaker. Such behavior may include but is not limited to: pushing, hitting, threatening, name-calling and other physical or verbal conduct of a belittling or browbeating nature.

#### **Definition of Hazing**

Hazing is an act that subjects an athlete to physical or verbal harassment, mental or physical discomfort, intimidation, embarrassment, ridicule, or demeaning activity committed by an individual athlete or group of athletes for the purpose of initiation, maintaining membership, or holding office in any organization, club, or athletic team.

#### **Regulations**

1. It shall be a violation of the COM Policy for an athlete to harass, bully or haze another athlete based on race, color, religion, gender, national origin, age, sexual orientation, or disability, or to engage in conduct which would contribute to such actions.

2. It shall also be a violation of the COM Policy for an athlete to retaliate against an athlete for instituting a good-faith complaint of harassment, bullying or hazing, or for an athlete to complain of harassment, bullying or hazing without a good-faith basis.
3. Athletes who violate the policy will also be subject to appropriate discipline in accordance with the COM Athlete Code of Conduct up to and including expulsion.
4. Athletes may be disciplined for acts of harassment, bullying or hazing occurring at or away from the Club and/or outside of Club hours in the same manner they are otherwise subject to discipline for acts that violate COM policies when acts could:
  - a. Affect the club climate or atmosphere.
  - b. Affect the peace, health, safety, or welfare of athletes, coaches, or any other personnel.
  - c. Disrupt or interfere with COM or COM activities

Any violation is subject to suspension or recommendation for expulsion in line with the COM Athlete Code of Conduct.

### **Complaints**

An athlete who feels that he or she has been harassed, bullied or subjected to hazing is invited to one or more of the following things:

- Talk to your parents
- Talk to a COM Coach or COM Staff Member
- Write a formal letter to the COM Executive Director
- Make a formal complaint to the COM Safe Sport Volunteer
- Make a formal complaint to the LSC Safe Sport Chair
- Make a formal complaint to USA Swimming Director of Safe Sport

There are no express time limits for initiating complaints under this COM Policy; however, you are encouraged to bring complaint to the attention of the appropriate authorities as soon as possible while memories are fresh and witnesses continue to be available.

Complaints will be investigated and where it is determined that a violation has occurred, prompt corrective action will be taken up to and including expulsion. During the investigation, confidentiality will be maintained to the extent possible. Complainants will be informed of the results of any investigation.