



MISSION STATEMENT

To guide young athletes of a diverse community through the process of becoming the best person and swimmer they can be by first teaching the fundamental skills needed and gradually building those skills until they have individually reached their full potential. We hope to foster an attitude of excellence in a supportive and safe environment for all the members who dive in our pool.



Schertz YMCA Swim Team Bullying Policy / Minor Athlete Abuse Protection Policy (MAPP)

The following is information on our anti-bullying policy.

Bullying of any kind is unacceptable at Schertz YMCA Swim Team and will not be tolerated. Bullying is counterproductive to team spirit and can be devastating to a victim. SYS is committed to providing a safe, caring and friendly environment for all members. If bullying does occur, incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell a coach.

What is Bullying?

The USA Swimming Code of Conduct defines bullying as the severe or repeated use by one or more USA Swimming members of or 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 or emotional harm to the other member or damage to the other member's property.
2. Placing the other member in reasonable fear of harm to him/herself or of damage to his/her property.
3. Creating a hostile environment for the other member at any USA Swimming activity, including practices and team functions.
4. Infringing on the rights of the other member at any USA Swimming activity; or
5. Materially and substantially disrupting the training process or the orderly operation of any USA Swimming activity (which shall include, without limitation, practices, workouts, and other events of a member club or LSC)

REPORTING PROCEDURE

An athlete who feels that he or she has been bullied should do one or more of the following:

1. Talk to his/her parents
2. Talk to a Club Coach



3. Write a letter, email, or text to a Club Coach.

How WE Handle Bullying

If bullying is occurring during team related activities, we STOP bullying ON THE SPOT. We start by FINDING OUT WHAT HAPPENED and SUPPORT THE KIDS INVOLVED. Then, we DETERMINE IF IT WAS BULLYING. We will ADDRESS THE BULLYING BEHAVIOR. At this point, depending on the severity of the actions involved, will issue warnings or suspend Members from practice for two days. The second incident involving the same Member will automatically be a one-week suspension. A third incident will result in removal from the team with no refund.



Schertz YMCA Swim Team Grievance Procedure

The Schertz YMCA Swim Team Grievance Procedure provides swimmers, parents, coaches a system to address and report grievances in a productive, systematic manner. Following these procedures provides the appropriate parties a means to properly investigate, intervene, and take disciplinary action when needed.

Where to Report:

For issues dealing with sexual misconduct, sexual harassment and or sexually explicit or inappropriate communication through social media:

- U.S. Center for SafeSport: 833-587-7233

For issues dealing w/ physical abuse, emotional abuse, criminal charges and the use, sale or distribution of illegal drugs:

- USA Swimming Safe Sport: safesport@usaswimming.org

For issues dealing with known or suspected child abuse:

- Schertz Police Department 210-619-1200

For issues dealing with peer to peer bullying, coach-athlete bullying, parent issues, violations of the Schertz YMCA Swim Team Code of Conduct and violations of the Minor Athlete Abuse Prevention Policy. These issues are handled at the club level following the procedures outlined below.

Whom to Notify of a Grievance: Chain of Command

- Should a parent or swimmer feel another swimmer's conduct is inappropriate or violates the Schertz YMCA Swim Team Code of Conduct, the swimmer / parent should discuss these concerns with the coach of the swimmer responsible for the violation or Head Coach. This complaint should be made in person or in writing. Coaches will ensure the Schertz YMCA Swim Team head Coach is notified of the complaint and will participate in assessing behavior.



Regarding the Conduct of an Assistant or Age Group Coach- Contact the Head Coach

- Should a parent or swimmer feel an Assistant Coach's conduct is inappropriate or in violation of any SYS policy or procedure, 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 Schertz YMCA Swim Team and Schertz YMCA Aquatics Director is notified of the complaint and will participate in assessing behavior.

Regarding Conduct of Head Coach - Contact Schertz YMCA Aquatics Director

- Should a parent or swimmer feel the Head Coach's conduct is inappropriate or violates any SYS Club policies or procedures, the parent / swimmer should notify the Schertz YMCA Aquatics Director of this violation. This Complaint should be made in writing or in person.

Regarding Parent or Official Conduct - Notify the Head Coach

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

With the exception of issues which immediately affect the health and safety of swimmers, all matters should be discussed before or after a coaching session, as coaches should not be expected to deal with issues during practice time.

How Grievances will be handled

The Head Coach has the authority to impose penalties for infractions of the Schertz YMCA Swim Team Athlete, Parent and Coach Codes of Conduct or any behavior(s) they deem not conducive to the best interests of the SYS Swim Team or other swimmers. Consequences are at the sole discretion of the coaches and may include, but are not limited to, verbal warnings, dismissal from practice, contacting parents, temporary suspension from club activities and expulsion. Involved Parties will be informed of the processes and range of potential consequences. The US Center for SafeSport, USA Swimming and local law enforcement (if applicable) will be contacted within 24 hours if a coach, parent, or swimmer violates the SafeSport Code, the USA Swimming Code of Conduct, Athlete Protection Policy or local laws.

1. Gathering information: The appropriate individuals will contact the person who filed the grievance, and the person against whom the grievance is being filed, to ask questions



about what happened. In addition, other witnesses may be contacted for more information. All information will be recorded on Schertz YMCA Swim Team grievance form.

2. Assessing Behavior: The behavior of the person(s) against which the grievance was brought, will be assessed using club policies and facility rules, USA Swimming Code of Conduct, USA Swimming SafeSport policies, as well as applicable local and state laws.
3. Consequences will be given and disciplinary action will be taken, if appropriate. These consequences and disciplinary actions will be decided using the following general guidelines.
 - a. Nature of the misconduct
 - b. Severity of the misconduct
 - c. Prior disciplinary actions
 - d. Adverse effect of the misconduct
 - e. Application of the Code of Conduct



Photography Policies

Purpose

There has been much talk about whether it is safe to have images taken of children participating in sports. While the majority of images are appropriate and are taken in good faith, it is a fact that images can be misused and children can be put at risk if commonsense procedures are not observed.

Policies

1. The publishing of a photo of a swimmer under 18 either on a notice board or in a published article or video recording (including streaming) of swim meets should only be done with parents' consent. (See the attached form)
2. A Parent or guardian has a right to refuse to have children photographed. The exercise of this right of refusal cannot be used as grounds for refusing entry into a swim meet. Therefore, any photo that may go to press or on a notice board, be it through a member of the club or official photographer, should receive parental consent before publishing the photo, preferably in writing.

In the case of open meets where the host club has an official photographer present, all parents attending should be made aware of this in your meet information. If photos are to be published anywhere, the individual parent should be given the opportunity to withhold their consent. Their right to do so should be specifically drawn to their attention.

All Photographs must observe generally accepted standards of decency in particular:

- *Action shots should be a celebration of the sporting activity and a sexualized image in a sporting context.
- * Action shots should not be taken or retained where the photograph reveals a torn or displaced swimsuit.
- *Photographs should not be taken from behind the starting blocks at the start of a race or exhibit a child climbing out of the pool.
- *Photographs should not be taken in locker-rooms or restrooms.



Photography Consent Form

The Schertz YMCA Swim Team may wish to take photographs of swimmers under the age of 18 that may include your child during their membership in the club. All photos will be taken and published in line with the club policy. The SYS requires parental consent to take a use photos.

Parents have a right to refuse agreement to their child be photographed.

As the parent/ guardian of _____ I allow the following.

1. Take photos to use on the clubs secure website. _____
2. Take photographs to include with articles. _____
3. Take photographs to use on club notice boards. _____
4. Video for training purposes only. _____

Signed : _____

Dated : _____

Please return this form to a Schertz YMCA Swim Team Coach.



Schertz YMCA Swim Team Coach Code of Conduct

The Purpose of this code of conduct for Coaches is to establish common expectations for all members of the coaching staff of the Schertz YMCA Swim Team. This is 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 for our profession.
- _____ Respect officials and their judgment and abide by the rules of the event.
- _____ Treat other coaches, participants and spectators with respect.
- _____ Instruct swimmers in sportsmanship and demand that they display good sportsmanship.
- _____ Coach in a positive manner and do not use derogatory or abusive language.
- _____ Win with humility and lose with dignity.
- _____ Treat every athlete fairly, justly, impartially, intelligently and with respect.
- _____ 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 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 the Schertz Family YMCA Aquatics Director.



Schertz YMCA Swim Team Swimmer Code of Conduct

The purpose of a Code of Conduct for swimmers is to establish a consistent expectation for swimmers' behavior. By signing this code of conduct, I 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.
- _____ I will attend all team meetings and training or communicate with a coach as to why I can't attend.
- _____ I will show respect for all facilities and other property (including locker rooms) used during practices, meets and team activities.
- _____ I will refrain from foul language, violence, or dishonest behavior, 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 facilities Aquatics Director.

_____ - Swimmer's signature

_____ - Parent's signature



Schertz YMCA Swim Team Code of Conduct : Parents

The Purpose of a code of conduct for parents is to establish consistent expectations for behavior by parents. As a parent/ guardian, I understand the important growth and developmental support that my child's participation fosters. I also understand that it is essential to provide 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, 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, and the 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 first to SYS Head Coach; then, if not satisfied, to the Schertz YMCA Aquatics Director.

I understand that the above expectations and that my failure to adhere to them may result in disciplinary action.

_____ signature

Date