

Action Plan of the Waterloo Swimming to Address Bullying

PURPOSE

Bullying of any kind is unacceptable at the Waterloo Swimming (WLOO) and will not be tolerated. Bullying is counterproductive to team spirit and can be devastating to a victim.

WLOO 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.

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. The USA Swimming Code of Conduct defines bullying in 304.3.7. 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:

- i. causing physical or emotional harm to the other member or damage to the other member's property;
- ii. placing the other member in reasonable fear of harm to himself/herself or of damage to his/her property;
- iii. creating a hostile environment for the other member at any USA Swimming activity;

- iv. infringing on the rights of the other member at any USA Swimming activity; or
- v. materially and substantially disrupting the training process or the orderly operation of any USA Swimming activity (which for the purposes of this section shall include, without limitation, practices, workouts and other events of a member club or LSC).

The WLOO staff expects all of their athletes to report incidents of bullying to any member of the coaching staff. Our staff will intervene when a bullying incident occurs. Each complaint will be investigated. This policy applies to swimmers on Waterloo property, when representing WLOO at any meet or facility, or on any WLOO sponsored event. There is no express time limit for initiating a complaint, 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.

The coaching staff will discuss this policy with their swimmers to assure them that they do not need to endure any form of harassment, intimidation and/or bullying.

Failure to comply with WLOO's bullying policies will result in consequences ranging from suspension to expulsion and other disciplinary actions.