

Anti-Bullying Policy

BeFirst Swim Team (B1ST) a is committed to providing a safe, caring and friendly environment for all of our coaches and athletes and, consistent with being a USA Swimming club, adopts this anti-bullying policy.

Bullying by or against our coaches, swimmers and/or divers of any kind is unacceptable at **B1ST** and will not be tolerated. If bullying does occur, all swimmers, divers 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 or a **B1ST** board member.

What is Bullying?

Generally, bullying is the use of aggression, whether intentional or not, which hurts another person. Bullying results in pain and distress.

Bullying is the severe or repeated use, regardless of when or where it may occur, by one or more USA Swimming member of an 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 an athlete that to a reasonably objective person has the effect of:

- causing physical or emotional harm to an athlete or damage to an athlete's property;
- placing the athlete in reasonable fear of harm to himself/herself or of damage to his/her property;
- Creating a hostile environment for the other member at any USA Swimming or **B1ST** activity;
- Infringing on the rights of the other member at any USA Swimming activity; or

- materially and substantially disrupting the training process or the orderly operation of any USA Swimming or ***B1ST*** activity (which for the purposes of this section shall include, without limitation, practices, workouts and other events of a member club or LSC).

Reporting Procedure

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

- Talk to your parents;
- Talk to a ***B1ST*** coach or ***B1ST*** board member;
- Write a letter or email to a ***B1ST*** coach or board member;
- Make a report to the USA Swimming Safe Sport staff.

Please contact the individual(s) with whom you feel the most comfortable.

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 a ***B1ST*** coach or ***B1ST*** board member 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. In response to a report, ***B1ST*** will take appropriate steps to inquire, investigate and stop any bullying or other inappropriate conduct and will take such other action as appropriate to remedy the situation

USA Swimming Reporting Procedure

1. It is every member's responsibility to promptly report any incident regarding sexual misconduct by a member as described above to USA Swimming's Athlete Protection Officer. Reporting must occur when an individual has firsthand knowledge of misconduct or where specific and credible information has been received from a victim or knowledgeable third party. Pennsylvania state reporting laws must also be observed.

2. No member shall retaliate against any individual who has made a good faith report under this policy.
3. False reporting of sexual misconduct made in bad faith is prohibited.
4. Neither civil nor criminal statutes of limitation apply to reports of cases of sexual abuse

Reporting Information

To deal with a Safe Sport concern, contact USA Swimming at (719) 866-4578

Contact the U.S. Center for Safe Sport to make a report. Call (720) 524-5640 or use the *online reporting form* or find more information at <http://www.uscenterforsafesport.org/>

Minor Athlete Abuse Prevention Policy (MAAPP) USA Swimming member clubs and LSCs are required to implement this Minor Athlete Abuse Prevention Policy in full. The Minor Athlete Abuse Prevention Policy must be reviewed and agreed to in writing by all athletes, parents, coaches and other non-athlete members of member clubs on an annual basis with such written agreement to be retained by the club.

This Policy addresses risk areas that present opportunities for abuse to occur. The Policy covers five (5) areas:

1. One-on-one Interactions
2. Travel: Local & Team
3. Social Media & Electronic Communication
4. Locker Rooms & Changing Areas
5. Massages & Rubdowns