

CHARTER COLONY CRIMSON CROCS SWIM TEAM ANTI-BULLYING ZERO-TOLERANCE POLICY

Statement of Intent

The Charter Colony Swim Team is committed to providing an environment where all individuals are treated respectfully. Membership and registration with the team and participation in its activities bring benefits and privileges. All swimmers, coaches, and caregivers are expected to comply with the team's policies and procedures.

Irresponsible behavior by members, parents, volunteers, coaches, contractors, or officers can severely damage our team's integrity. Conduct that violates these values may be subject to sanctions pursuant to this Policy.

Objectives of this Policy

Bullying will not be tolerated. As a team, we take bullying seriously. All involved should be assured that they will be supported when bullying is reported.

All swimmers, coaches, officers, and parents of the Charter Colony Swim Team should understand the club policy on bullying and what they should do if it occurs or is suspected.

Definition of "bullying"

Bullying is the use of aggression to cause harm to another person. Bullying results in pain and distress to the victim. Bullying consists of three basic types of abuse – Emotional, verbal, and physical. Bullying can be and does include:

- Verbal bullying including derogatory comments, lies, false rumors, teasing, ridicule and bad names.
- Emotional bullying includes being unfriendly, sending hurtful or tormenting messages via social media forms.
- Bullying through social exclusion or isolation, being ignored and or left out
- Physical bullying includes pushing, kicking, hitting, punching or any other use of Violence.
- Being attacked because of their religion, race or color, gender or sexuality including but not limited to taunts, graffiti, gestures, etc.
- Sexually unwanted physical contact or sexually abusive comments.
- Misuse of associated technology such as unwanted camera and video usage and social networking exposure

Zero Tolerance Policy

The Charter Colony Crimson Crocs strongly supports making our team safe for its youth. This policy is to help ensure the safety and enjoyment of swimming for all by condemning all forms of abuse - verbal, physical, emotional, and sexual.

This Zero Tolerance Policy respects diverse individual and cultural viewpoints while protecting individuals from real or perceived abuse.

Reporting Guidelines and Procedures

Swimmers are encouraged to report all bullying incidents/behavior to a coach or officer of the Charter Colony Crimson Crocs Swim Team. The team will take every concern seriously, investigate the issue and report back to you in a timely manner. All reports will be kept confidential.

A complaint can be communicated verbally to a team official or employee but may need to be followed up in writing (letter and/or email). Sometimes, parents may be asked to come in to discuss the problem. If necessary and appropriate, the police will be consulted.

Charter Colony Crimson Crocs officers will investigate all complaints within 24 hours of reporting. A discipline committee consisting of at least three Board members will discuss the complaint with the individual alleging abuse and the alleged abusers. Any disciplinary action will be communicated to the individual alleging abuse and the individual named in the complaint within one (1) week.

Penalties for bullying can range from a permanent suspension, suspension for a specified period, and a probationary period. All committee decisions are final and a record of the incident(s), investigation, and any action(s) taken will be kept.

This Zero Tolerance Policy applies to:

- All members of the Board of Directors
- All staff members
- All coaches
- All swimmers
- All parents/family members/guardians/caregivers
- All referees
- All volunteers

All officials, coaches, and swimmers must sign a form acknowledging their understanding and acceptance of the Zero Tolerance Policy.

This Zero Tolerance Policy shall always be posted on our website and communicated to parents and swimmers at the beginning of every season.

Ignorance of the Zero Tolerance Policy shall not be considered a valid defense against a complaint.

By signing this document, I agree to adhere to the Charter Colony Crimson Croc's Swim Team Policy regarding bullying. In no way will I break this contract.

Swimmers Printed Name: _____

Swimmers Signature: _____

Parent/Guardian Printed Name: _____

Parent/Guardian Signature: _____

Date: _____