

	POLICY & PROCEDURE	PROCEDURE NUMBER: 860
	Subject: BULLYING	EFFECTIVE DATE: 01/01/2015

1. 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:

- A. causing physical or emotional harm to the other member or damage to the other member's property;
- B. placing the other member in reasonable fear of harm to himself/herself or of damage to his/her property;
- C. creating a hostile environment for the other member at any USA Swimming activity;
- D. infringing on the rights of the other member at any USA Swimming activity; or
- E. 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).

2. REPORTING PROCEDURE

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

- A. Talk to your parents;
- B. Make a report to the USA Swimming Safe Sport staff.
- C. Write a letter or email to the Club Coach, Board Member, or other designated individual;

D. Talk to a Club Coach, Board Member, or other designated individual.

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 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.

Updates:

<u>Date</u>	<u>by Whom</u>	<u>Basic Abstract</u>	<u>Sections</u>	<u>Control #</u>
06/2015	USAS	USA Model Policy	All	15-018