

# Alamo Area Aquatics Action Plan to Address Bullying



Bullying of any kind is unacceptable at Alamo Area Aquatics Association. And will not be tolerated. Bullying is counterproductive to the team spirit and can be devastating to a victim. Alamo Area Aquatics 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 an athlete/mentor, coach, member of our administrative staff, and/or our Safe Sport Liaison immediately.

The USA Swimming Code of Conduct prohibits bullying. Generally, bullying is the use of aggression, whether intentional or not, which hurts another person physically or emotionally. 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 reasonable objective person has the effect of:

- Causing physical or emotional harm to the other member or damage to the other member's property;
- Placing the other member 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 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 activity (which for the purposes of this section shall include, without limitation, practices, workouts and other events of a member club or LSC).

Any Alamo Area Aquatics athlete who feels that he/she has been bullied, is asked to report to a coach on staff, administrative staff, or our Safe Sport Liaison promptly. 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.

Once a complaint is received, Alamo Area Aquatics staff will intervene immediately, investigate the incident, and involve the necessary parties required to resolve the situation. This policy applies to all Alamo Area Aquatics athletes whether on our property or representing Alamo Area Aquatics at any event or function at any other facility.

Failure to comply with Alamo Area Aquatics anti-bullying policies will result in appropriate consequences including (but not limited to) removal from the team.