



**First Colony Swim Team**

## **FCST ANTI-BULLYING POLICY**

First Colony Swim Team (FCST) strives to create an environment of safety and respect in every aspect of Club participation by:

1. Respecting the individual rights of all members.
2. Being sensitive to the feelings of fellow swimmers.
3. Having a caring manner to Club members.

### **Definition:**

According to the U.S. Center for SafeSport, the definition of bullying behavior is as follows:

Bullying Behavior is defined as repeated or severe behavior(s) that are:

- Aggressive
- Directed at a Minor
- intended or likely to hurt, control, or diminish the Minor emotionally, physically or sexually. Bullying-like behaviors directed at adults are addressed under other forms of misconduct, such as Hazing or Harassment. Examples of bullying behavior may include, without limitation, repeated or severe:
  1. **Physical** – Hitting, pushing, punching, beating, biting, striking, kicking, strangling, slapping, spitting at, or throwing objects (such as sporting equipment) at another person.
  2. **Verbal** – Ridiculing, taunting, name-calling or intimidating or threatening to cause someone harm.
  3. **Social, including cyberbullying** – Use of rumors or false statements about someone to diminish that person's reputation using electronic communications, social media or other technology to harass, frighten, intimidate or humiliate someone; socially excluding someone and asking others to do the same.
  4. **Sexual** – Ridiculing or taunting that is sexual in nature or based on gender or sexual orientation (real or perceived), gender traits or behavior, or teasing someone about their looks or behavior as it relates to sexual attractiveness.
  5. **Criminal Conduct** – Bullying Behavior includes any conduct described as bullying under federal or state law.
  6. **Exclusion** – Conduct may not rise to the level of Bullying Behavior if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or arising from conflict or struggle between persons who

perceive they have incompatible views or positions. Bullying does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance.

**Reporting:**

Bullying is unacceptable behavior and will not be tolerated. FCST takes every allegation of bullying seriously and will do all in its power to deal with it swiftly, fairly, and confidentially.

1. Swimmers should report the incident to a Coach, a parent or any senior swimmer they feel they can approach.
2. Parents are expected to contact the swimmer's lead coach and the Head Coach if a swimmer is being bullied or is a bully.
3. Depending on the seriousness of the occurrence or prolonged bullying activities the following sanctions will be taken:
  - a. Parents of the bully will be informed of the incident and a verbal warning will be issued.
  - b. Formal warning will be given in the form of a letter to the parents and/or swimmer that future incidents could lead to expulsion from FCST.
  - c. Expulsion from FCST