



*First Colony Swim Team creates opportunities, within a safe and supportive environment, for swimmers to merge passion and commitment with expertise, resulting in the highest level of personal performance.*

## **POLICY OF MUTUAL RESPECT**

### ***Anti-Bullying Policy***

It is the mission of First Colony Swim Team ("FCST") to create a safe and supportive environment for its athletes and members. As such, FCST's policy of mutual respect, in conjunction with the Athlete and Parent Codes of Conduct, aims to promote a positive environment and prevent incidents of bullying.

Mutual respect looks like:

- Recognition and appreciation
- Active listening
- Valuing diverse opinions
- Empathy and understanding
- Constructive communication
- Conflict resolution through open dialogue
- Respect for boundaries
- Equal opportunities
- Support and encouragement

The U.S. Center for SafeSport defines bullying as severe behavior(s) that are:

- Aggressive
- Directed at a Minor\*
- Intended or likely to hurt, control, or diminish the Minor emotionally, physically, or sexually

Examples of bullying include:

- **PHYSICAL**—hitting, pushing, punching, beating, biting, striking, kicking, strangling, slapping, spitting at, or throwing objects (such as sporting equipment) at another person.
- **VERBAL**—ridiculing, taunting, name-calling, or intimidating or threatening to cause someone harm.
- **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.
- **CRIMINAL CONDUCT**—bullying Behavior includes any conduct described as bullying under federal or state law.

\*Bullying-like behaviors directed at adults are addressed under other forms of misconduct, such as Hazing or Harassment.

Bullying is unacceptable behavior and will not be tolerated by FCST. FCST's staff, coaches, and Board of Directors take every allegation of bullying seriously and will work to deal with each incident swiftly, fairly, and confidentially.

To report incidents of bullying:

- Swimmers are encouraged to report incidents to a coach, parent, staff member, or volunteer they are comfortable approaching
- Parents are expected to contact their swimmer's lead coach and the head coach if they know of or suspect bullying

Depending on the seriousness of the occurrence or prolonged bullying activities, the following disciplinary actions may be taken:

- Parents of bully will be informed of the incident and a verbal warning will be issued
- A formal warning will be given in the form of a letter to the parents and/or swimmer that future incidents may lead to expulsion from the team
- Expulsion from FCST