



GENERAL BULLYING POLICY

Bullying is the use of verbal, emotional, or physical aggression, whether intentional or not, regardless of the method of transmission, directed at any other person that to a reasonable person has the effect of:

- Causing physical or emotional harm to the other person or person's property
- Placing the other person in reasonable fear of harm to himself/herself
- Creating a hostile environment for the other person at any club or USA Swimming activity
- Infringing on the rights of the other person at any club or USA Swimming activity
- Materially and substantially disrupting the training process of any club

Here at **SUMMIT SWIMMING** we

- Make it clear that it will not tolerate bullying in any form.
- Have a policy to address bullying.
- Make it clear how to report bullying.
- Take bullying seriously, assure parents and swimmers it will be addressed immediately.

REPORTING

The bullied person may not report the bullying for fear of retaliation, embarrassment, lack of trust in receiving help.

1. If anyone witnesses bullying you **MUST STOP IT ON THE SPOT** by
 - Intervention
 - Separation
 - Ensuring safety
 - Stay calm and unemotional
 - Speak separately to each person involved
2. If bullying is reported to a coach, the coach **MUST FIND OUT WHAT HAPPENED** by
 - Separating people involved
 - Getting the story from several sources - those involved and parents and other kids
 - Listening to the bullied and bullies
 - Not using the word "bully" when speaking to those involved
 - Realizing you may never have the full story

SUPPORT AND CONSEQUENCES

Explain privately why the behavior is inappropriate to the one bullying

Work with the one bullying to make amends and repair the situation

- Apology letter, repair or pay for property damage
- Do not require face to face meeting with bullied person
- Speak with parents of all children involved
- Speak with bullied child to help him/her understand why person may be
- Bullying - scared, want to fit in, stress, abuse
- Suspension for a short period of time may be necessary or restriction from travel with the team depending on bullying issue
- Speak to the parents of all swimmers involved