STAR Aquatics

Anti-Bullying Policy

STAR Aquatics is committed to providing swimmers a fun, positive, and secure environment in which to learn and enjoy the sport of swimming. We do not tolerate bullying at any practice, swim meet or other STAR sanctioned event. We will promote a TELLING atmosphere. This means that anyone who knows that bullying is taking place is expected to report the incident. Swimmers and parents should be assured that they will be supported when bullying is reported.

Definition of Bullying

Bullying is defined as conduct, gestures or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to a swimmer, group of swimmers and/or teammates, and which create a hostile or intimidating environment, or which negatively affects a player’s physical and/or emotional well-being. Bullying is any written, verbal or physical act, or any electronic communication, whether it is a single incident or a series of incidents that results in intentional pain and distress to the victim.

Signs and Symptoms

A child may indicate he or she is being bullied through various signs and symptoms. While some children are prone to report bullying to their parents, coaches or adults, others will not, due to fear, intimidation or other factors. Coaches and parents should be aware of possible signs indicating that bullying may be taking place. These signs and behaviors could indicate other problems, but bullying should be considered a possibility and should be investigated.

For a list of potential signs of bullying please consult this link

<https://www.stopbullying.gov/bullying/warning-signs>

Procedures for Parents, Coaches, and the Head Coach

1. Parents should report bullying incidents to the group coach or the site lead coach . If the problem persists, reach out to Head Coach Jay Dodson. If necessary and appropriate, police may be consulted.
2. In all cases of reported bullying, parents of the swimmer who was bullied shall be informed immediately and may be asked to meet with the respective group coach and/or site lead coach to discuss the incident. In all cases, strict confidentiality shall be maintained. It is not our goal to make a public example of reported incidents.
3. The negative behavior must be investigated and the bullying stopped immediately. The parents of any swimmer who is reported to be bullying will be contacted immediately by the respective group coach, site lead coach, or Head Coach Jay Dodson and asked to meet to discuss the incident to help the bully or bullies change their behavior.

Consequences of Bullying

1. In a first offense situation involving bullying, an attempt will be made to encourage the bully (or bullies) to modify their behavior for their benefit, for the benefit of the person bullied, and for the team. An attempt will be made by the coach or parent(s) to reconcile the situation between swimmers (age and level of maturity and or severity of offense must be considered).
2. If the bullying persists, disciplinary action against a swimmer may be taken by the group coach and/or the Head Coach which may include, but is not limited to, immediate suspension from participation in practices or meet(s) for a period of time.
3. After the incident/incidents have been investigated and addressed, the situation will continue to be monitored by the respective group coach and swimmers’ parents to ensure the problem is resolved.