

Policy and Action Plan to Address Bullying

Canby Swim Club Safe Sport Policy

Canby Swim Club is committed to providing a safe, caring and welcoming environment for every athlete. Bullying is inconsistent with team values, can be devastating to those involved and will not be tolerated.

Purpose

- Make clear that Canby Swim Club does not tolerate bullying in any form.
- Help athletes, parents, coaches and volunteers understand and recognize bullying.
- Provide a clear way to report concerns.
- Stop harmful conduct promptly, determine what occurred and support the athletes involved.

What is bullying?

Bullying generally involves severe or repeated oral, written, electronic, social or physical conduct directed at another person that causes or risks physical or emotional harm, damages property, creates a hostile environment, infringes on another member's rights, or substantially disrupts training or another USA Swimming activity. Bullying may include cyberbullying, social exclusion, threats, harassment, humiliation or physical aggression.

Not every disagreement, isolated unkind remark or peer conflict is bullying. Canby Swim Club will gather available information before determining how a concern should be addressed. Conduct that does not meet the definition of bullying may still violate the team's Code of Conduct and may require intervention.

Reporting a concern

An athlete, parent, coach, volunteer or witness should report suspected bullying as soon as practical through one or more of the following channels:

- Tell a parent or another trusted adult.
- Speak with or email a Canby Swim Club coach or Board member.
- Contact the club Safe Sport Coordinator: Mandi Rodriguez, Mandi.Rodriguez13@gmail.com.
- Use USA Swimming's reporting resources when the concern also involves a USA Swimming Code of Conduct or Safe Sport matter.

There is no club-imposed deadline for reporting bullying. Prompt reports are encouraged so the club can preserve information, protect those involved and address the behavior quickly. Retaliation for a good-faith report or participation in a review is prohibited.

Immediate response

When bullying or other unsafe conduct is occurring during a team activity, coaches or other responsible adults should:

- Intervene promptly and obtain another adult's assistance when useful.
- Separate the athletes involved and ensure everyone is safe.
- Address immediate medical or mental-health needs.

- Remain calm, avoid public accusations and model respectful behavior.
- Document and report the incident through the appropriate club or Safe Sport channel.

Reviewing what happened

- Gather information separately from the athletes and available adult witnesses.
- Listen without assigning blame before the facts are understood.
- Consider the history between the athletes, whether the conduct has occurred before, whether there is a power imbalance and whether the conduct is likely to continue.
- Distinguish bullying from ordinary conflict while recognizing that other inappropriate conduct may still require correction.
- Maintain privacy to the extent reasonably possible, while explaining that information may need to be shared to protect athletes, investigate or make required reports.

Supporting athletes

Athletes who experience bullying

- Listen, focus on the athlete's safety and make clear that bullying is not the athlete's fault.
- Work with the athlete and parent or guardian on reasonable steps to restore safety while minimizing unnecessary disruption to the targeted athlete.
- Maintain communication and follow up after the immediate issue has been addressed.

Athletes who engage in bullying behavior

- Clearly identify the unacceptable behavior and its impact.
- Apply corrective or disciplinary action appropriate to the conduct and the athlete's age.
- When appropriate, involve the athlete in repairing harm without forcing contact or an apology that would further burden the targeted athlete.
- Follow up and reinforce appropriate teammate behavior.

Bystanders

- Encourage witnesses to support the affected athlete and tell a trusted adult.
- Do not encourage the behavior by watching, sharing, forwarding or reacting to harmful content.
- Recognize athletes who safely help, report concerns or model respectful behavior.

Corrective and disciplinary action

Responses may include coaching, parent communication, a behavior plan, changes designed to protect participants, removal from an activity, suspension or separation from the team. The response will depend on the seriousness, persistence and impact of the conduct. Matters within the jurisdiction of USA Swimming or the U.S. Center for SafeSport will be reported or referred through the applicable process.

Related resources

This policy is based on USA Swimming's model club policy. Current resources are available through the [USA Swimming Club Toolkit](#) and [Report a Concern](#) pages.