



## **STINGRAYS Safe Sports Policies**

### **Video/Photography**

Stingrays may wish to take photographs or film (individual and in groups) of swimmers under the age of 18 that may include your child during their membership in the club. All film and photos will be taken and published in line with club policy, which states. By registering for the team or any RAYS hosted meet, you are consenting to the use of photography and filming.

If you wish to not have your child photographs published, you must indicate it in writing to Coach Ian Goss via email at [coachian@stingraysswimming.com](mailto:coachian@stingraysswimming.com) no later than 1 week after submitting your registration to the team.

### **Electronic Communication Policy of Stingrays Swimming**

#### **PURPOSE**

*Stingrays Swimming* (the "Club") recognizes the prevalence of electronic communication and social media in today's world. Many of our swimmers use these means as their primary method of communication. While the Club acknowledges the value of these methods of communication, the Club also realizes that there are associated risks that must be considered when adults use these methods to communicate with minors.

#### **GENERAL CONTENT**

All communications between a coach and an athlete must be professional in nature and for the purpose of communicating information about team activities. The content and intent of all electronic communications must adhere to the USA Swimming Code of Conduct regarding Athlete Protection.

For example, as with any communication with an athlete, electronic communication should not contain or relate to any of the following:

- drugs or alcohol use;
- sexually oriented conversation; sexually explicit language; sexual activity
- the adult's personal life, social activities, relationship or family issues, or personal problems; and
- inappropriate or sexually explicit pictures
- Note: Any communication concerning an athlete's personal life, social activities, relationship or family issues or personal problems must be transparent, accessible and professional.



Whether one is an athlete, coach, or parent, the guiding principle to always use in communication is to ask: “Is this communication something that someone else would find appropriate or acceptable in a face-to-face meeting?” or “Is this something you would be comfortable saying out loud to the intended recipient of your communication in front of the intended recipient’s parents, the coaching staff, the or other athletes?”

With respect to electronic communications, a simple test that can be used in most cases is whether the electronic communication with swimmers is Transparent, Accessible and Professional.

**Transparent:** All electronic communication between coaches and athletes should be transparent. Your communication should not only be clear and direct, but also free of hidden meanings, innuendo and expectations.

**Accessible:** All electronic communication between coaches and athletes should be considered a matter of record and part of the Club’s records. Whenever possible, include another coach or parent in the communication so that there is no question regarding accessibility.

**Professional:** All electronic communication between a coach and an athlete should be conducted professionally as a representative of the Club. This includes word choices, tone, grammar, and subject matter that model the standards and integrity of a staff member.

If your communication meets all three of the T.A.P. criteria, then it is likely your method of communication with athletes will be appropriate.

### **Social Media**

The Club has an official Facebook page (Closed Group) that athletes and their parents can “friend” for information and updates on team-related matters. Coaches that have personal Facebook (or other social media site) pages should avoid direct communication with athletes; either through private message and/or chat features. In addition, the coach should remind the athlete that this is not permitted. Coaches are encouraged to set their pages to “private” to prevent athletes from accessing the coach’s personal information.

Athletes are strongly advised not to form group chats, snapchat, etc. that include Stingrays athletes or other teams.



### **Twitter**

The Club has an official Twitter page that coaches, athletes and parents can follow for information and updates on team-related matters. Coaches and athletes may follow each other on Twitter. Coaches cannot “retweet” an athlete message post. Coaches and athletes are not permitted to “direct message” each other through Twitter.

### **Texting**

Subject to the general guidelines mentioned above, texting only shall be used for the purpose of communicating information directly related to team activities.

### **Email**

Subject to the general guidelines mentioned above, email only shall be used for the purpose of communicating information directly related to team activities. When communicating with an athlete through email, a parent or another coach must also be copied.

### **REQUEST TO DISCONTINUE ALL ELECTRONIC COMMUNICATIONS**

The parents or guardians of an athlete may request in writing that their child not be contacted by coaches through any form of electronic communication. Send request to Coach Ian [coachian@stingraysswimming.com](mailto:coachian@stingraysswimming.com)

### **Team Travel Policy**

All swimmers are to be roomed with same-sex swimmers (no coach and swimmer rooms UNLESS the swimmer is a child of the coach / the coach is their parent – cannot have any swimmer in the room of an adult who is not their parent).

No swimmer will be in the coach’s room or coach in the swimmer’s room alone. Doors will be left open always, if there is a need for swimmers and coaches to be in the same room.

### **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 Stingrays 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



Peer on Peer Abuse is against the USA Swimming code of conduct.

All reports from a swimmer of “bullying” (the bullying behavior may have occurred in person or via electronic communication and at any time either at practice or not) will be addressed with swimmers / groups.

The incident will be recorded, investigated and acted upon by the Lead Coach.

Reports involving anything of a physical nature have IMMEDIATE and stricter reactions: The Lead Coach will act immediately, by talking to BOTH children involved AND the parents of both children. There will be consequences ranging from suspension to a life time ban from the program.