

Hazing & Bullying Policy

EA has a no-tolerance policy regarding hazing/bullying. This policy is in effect for athlete members, coaches and parents.

Examples of such activities include, but are not limited to:

1. Being yelled at, cursed or sworn at, humiliated, ridiculed, or physically or psychologically abused;
2. Forced or expected to participate in tattooing, piercing, head shaving, or branding;
3. Forced or expected to wear embarrassing clothing;
4. Forced or expected to drink alcohol;
5. Required to act as personal servant;
6. Transported and abandoned;
7. Forced or expected to consume inappropriate concoctions;
8. Expected to associate only with specific people;
9. Required to conduct hunts or quests;
10. Forced to engage in public stunts or buffoonery;
11. Required to engage in or simulate sexual acts;
12. Threatened or physically restrained or abused (such as being held down, tied or taped up, or confined in a small place);
13. Required to appear nude or semi-nude in either public or private places; and/or
14. Expected to damage, destroy, or steal property

Should a member be found guilty of not adhering to our no hazing policy, they will be provided a supervised opportunity for education and rectification, so the behavior is eliminated. Should the member continue with the hazing behavior, they will be asked to leave the program with no refunds provided.

Bullying Action Plan

Bullying or hazing of any kind is unacceptable at Elevation Athletics and will not be tolerated. This includes but is not limited to bullying or hazing of any Elevation Athletics members (athletes & parents), athletes/individuals on other teams or parents/coaches of other teams.

Bullying and hazing is counterproductive to creating an effective and productive team atmosphere, is highly disrespectful and can be devastating to a victim not just now, but for a lifetime.

Elevation Athletics is committed to providing a safe, caring and friendly environment for all of our members and from our members toward others in our community.

If bullying or hazing does occur, all individuals and parents should know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell a coach, parent, or our team Safe Sport Coordinator immediately. Incidents can be reported

directly through the Safe Sport portal in the members area of our website, in-person to the coach or to the EA Safe Sport Coordinator. Parents are obligated to tell a coach or the team Safe Sport Coordinator should they become aware of any type of bullying or hazing on the team from your child.

Objectives of the Club's Bullying and Hazing Policy and Action Plan:

1. To make it clear that the Club will not tolerate bullying in any form.
2. To define bullying and give all members, coaches, and parents a good understanding of what bullying and hazing is.
3. To make it known to all parents, members and coaching staff that there is a policy and protocol should any bullying or hazing issues arise.
4. To make how to report bullying or hazing clear and understandable.
5. To spread the word that Elevation Athletics takes bullying and hazing seriously and that all members and parents can be assured that they will be supported when bullying or hazing is reported.

What is Bullying?

The USA Swimming Code of Conduct prohibits bullying. Generally, bullying is the use of aggression, whether intentional or not, which hurts another person. Bullying results in pain and distress.

Source: www.stopbullying.gov – a federal government website managed by the U.S. Department of Health & Human Services www.usaswimming.org/protect

The USA Swimming Code of Conduct defines bullying in 304.3.7.

Bullying is the severe or repeated use by one or more USA Swimming members of oral, written, electronic or other technological expression, image, sound, data or intelligence of any nature (regardless of the method of transmission), or a physical act or gesture, or any combination thereof, directed at any other member that to a reasonably objective person has the effect of:

1. causing physical or emotional harm to the other member or damage to the other member's property;
2. placing the other member in reasonable fear of harm to himself/herself or of damage to his/her property;
3. creating a hostile environment for the other member at any USA Swimming activity; infringing on the rights of the other member at any USA Swimming activity; or materially and substantially disrupting the training process or the orderly operation of any USA Swimming activity (which for the purposes of this section shall include, without limitation, practices, workouts and other events of a member club or LSC).

Reporting Procedure

An athlete who feels that he or she has been bullied is asked to do one or more of the following things:

- Talk to your parents;
- Talk to a Coach or the EA Safe Sport Coordinator
- Write a letter or email to an EA Coach or Safe Sport Coordinator
- Make a report to the USA Swimming Safe Sport staff.

There is no express time limit for initiating a complaint under this procedure, but every effort should be made to bring the complaint to the attention of a coach or the Safe Sport Coordinator soon as possible to make sure that memories are fresh, behavior can be accurately recalled and the bullying behavior can be stopped as soon as possible.

How we handle bullying

If bullying is occurring during team-related activities, we STOP BULLYING ON THE SPOT using the following steps:

1. Intervene immediately.
2. Separate the individuals involved.
3. Make sure everyone is safe.
4. Meet any immediate medical or mental health needs.
5. Stay calm. Reassure the individuals involved, including bystanders.
6. Model respectful behavior when an intervention is required

Source: www.stopbullying.gov – a federal government website managed by the U.S. Department of Health & Human Services www.usaswimming.org/protect

If bullying is occurring at EA or it is reported to be occurring at EA, we address the bullying by FINDING OUT WHAT HAPPENED and SUPPORTING THE INDIVIDUALS INVOLVED using the following approach:

Finding Out What Happened

1. First, we get the facts.
 - a. Keep all the involved individuals separate.
 - b. Get the story from several sources, both adults and individuals.
 - c. Listen without blaming.
 - d. Don't call the act "bullying" while trying to understand what happened.
 - e. Determine whether the situation is bullying or something else.
2. Review the USA Swimming definition of bullying to determine if the behavior is bullying or something else and consider the following questions:
 - a. What is the history between the individuals involved?
 - b. Have there been past conflicts?
 - c. Is there a power imbalance? Remember that a power imbalance is not limited to physical strength. It is sometimes not easily recognized. If the targeted individual feels like there is a power imbalance, there probably is.
 - d. Has this happened before? Is the individual worried it will happen again? Please note: It does not matter "who started it." There is no excuse.
 - e. All of the individuals involved will be supported.

Supporting the Individuals Involved

3. All individuals being bullied will be supported.
 - a. All individuals will be listened to. We will learn what's been going on and help. Please note: if you are bullied, it is not your fault.
 - b. Work together to resolve the situation and protect the bullied individual. We will reach out to additional individuals, parents, etc. should it be appropriate to gather more information. Feel free to use www.stopbullying.gov – a federal government website managed by the U.S. Department of Health & Human Services www.usaswimming.org/protect to learn more about bullying.

- c. We will ask you what can be done from your perspective to address/stop the bullying.
 - d. We will NOT ask you to change your routine in any way shape or form.
- 4. We will develop a game plan for moving forward. We will maintain open communication between EA and the parents. We will discuss the steps that will be taken and how bullying will be addressed going forward in the immediate circumstance as well as with the full team moving forward.
 - a. We will be persistent, understanding that bullying may not end overnight. We commit to stopping all bullying and consistently support anyone who is bullied within EA or coming from athletes on other teams.
- 5. We will address the bullying behavior
 - a. We will make sure the individual knows what the problem behavior is and learn why their behavior is wrong and harms others.
 - b. We will show the individuals that bullying is taken seriously. We will calmly tell the individual that bullying will not be tolerated. We will model respectful behavior when addressing the problem.
 - c. We will work with the individual to understand some of the reasons he or she bullied.
 - d. We will involve the individual who bullied in making amends or repairing the situation and help them see how their actions affect others. This may include, but is not limited to:
 - i. Write a letter apologizing to the athlete who was bullied.
 - ii. Do a good deed for the person who was bullied, for the Club, or for others in our community.
 - iii. Clean up, repair, or pay for any property they damaged.
 - e. Follow-up. After the bullying issue is resolved, continue finding ways to help the individual who bullied understand how what they do affects other people.
- 6. We will support bystanders who witness bullying.
- 7. We will continually educate EA members on how to effectively address bullying and stop bullying before it happens by:
 - a. Being a friend to the person being bullied;
 - b. Tell a trusted adult – your parent, coach, or club board member;
 - c. Help the kid being bullied get away from the situation.
 - d. Set a good example by not bullying others.
 - e. Don't give the bully an audience.

At Elevation we expect all members to follow the coaches, athletes & parents code of conduct and stop bullying and hazing before it begins, creating a higher quality team culture. Should it ever arise from within or from other athletes/teams, we have a process for all members to effectively address any issues that may arise.