



# CASC ANTI-BULLYING POLICY

Adopted May 2022

## PURPOSE

Bullying is unacceptable at Casper Swim Club (CASC) and will not be tolerated. Bullying is counterproductive to the team's mission and can be devastating to a victim. CASC strives to advance swimming technique and provide further education on sportsmanship, leadership, unity, and integrity, while having fun and improving the physical and emotional well being of our athletes. If bullying does occur, all athletes and parents should know that incidents will be promptly addressed. Anyone aware of bullying is expected to tell a coach, board member, or athlete representative. Retaliation for reporting bullying will not be tolerated.

## OBJECTIVES

1. Communicate that CASC will not tolerate bullying
2. Define bullying
3. Communicate bullying procedure parents, swimmers, and coaching staff that there is a policy and a protocol should an issue arise.
4. Clarification on how to report bullying.
5. Commit support to reporting parties parents and athletes that they will be supported when bullying is reported.

## DEFINITION

Bullying is a form of proactive aggression in which the bullying is unprovoked and the bully initiates the bullying behavior. It is intentionally harmful and occurs repeatedly.

Bullying generally comes in three types: physical, relational and verbal.

Physical bullying is when a bully uses their own body to exert power over their peers.

Examples include kicking, hitting, spitting, or other physical attacks.



Relational bullying is common in youths. Relational bullying involves a bully trying to hurt their victim by hurting their victim's standing with another group or group member. Verbal bullying is when a bully uses verbal language to insult or tease their peers to gain power. Verbal bullying is much harder to spot than physical bullying, however the effects can be worse in serious cases. Verbal bullying can lead to destruction of self image and self esteem, and can lead to depression, anxiety and other long term problems.

#### REPORTING PROCEDURE

1. Athletes talk to their parents
2. Athletes or parents report to any of the coaches, board members, team captains, or athlete reps
3. Athletes or parents write a letter or email any of the coaches, board members, or athlete reps
4. Make a report to the USA Swimming SafeSport staff

There is no time limit for reporting bullying however, an effort should be made to alert a coach, board member, or athlete rep as soon as possible.

#### ADDRESSING BULLYING

If bullying occurs during a team activity, it shall immediately be stopped by a swimmer, coach, athlete rep, or board member according to the following steps:

1. Calmly intervene. If you don't feel comfortable doing so, ask another coach, board member, or athlete rep for help.
2. Separate the swimmers involved.
3. Make sure everyone is safe.
4. Address any immediate health needs.
5. Investigate and make a plan to report.
6. Work through corrective action with the swimmers involved.



## ATHLETE BULLYING TIPS

- Be kind to others
- Set a good example for others
- If you see something, say something
- Support bullying reporters
- Do not participate in bullying behaviors