

## **Hershey Aquatic Club Anti-Bullying Policy**

### **1. Policy Statement**

The Hershey Aquatic Club (HAC) is committed to providing a friendly and safe environment for all of our swimmers. Bullying of any kind is unacceptable and will not be tolerated in the pool, in the locker rooms, at meets or at any HAC sponsored event.

### **2. What is Bullying?**

"Bullying", means, repeatedly and over time, intentionally inflicting or attempting to inflict injury or discomfort upon another. Bullying includes

- Hitting, pushing, kicking, pinching or restraining through physical contact.
- Threatening, taunting, teasing or name calling.
- Making faces or dirty gestures, or intentionally excluding someone from a group.

Bullying clearly occurs when:

- *There is intent to harm*--the perpetrator appears to find pleasure in taunting and continues even when the target's distress is obvious. Mutual "teasing" is not bullying.
- *There is intensity and duration*—the taunting continues over time and is not welcomed by the target.

*This definition is adopted from the Pennsylvania Department of Education's definition of bullying.*

### **3. Responsibilities**

HAC swimmers are expected to:

- Treat all other swimmers with respect and not engage in bullying;
- Immediately report any incident of bullying to a Coach or his or her parents.

Coaches are expected to:

- Treat all swimmers with respect and avoid the use of sarcasm or ridicule;
- Address incidents quickly and effectively.

Parents are expected to:

- Treat all swimmers, coaches and other parents with respect;
- Promptly contact the Head Coach and/or President of HAC if a swimmer is being bullied or is a bully.

#### **4. Procedure**

Upon receiving a complaint of bullying, the Head Coach and HAC President will confer. The Head Coach and/or President of HAC will investigate the complaint as appropriate under the circumstances and depending upon the results of the investigation and the seriousness of the occurrence, may:

- Take no action;
- Notify the parents of the bully of the incident and issue a verbal warning;
- Issue a formal written warning to the bully and his parents; or
- Invoke HAC's progressive disciplinary policy (which can result in suspension or expulsion of a swimmer).

*Adopted by the HAC Board of Directors on February 15, 2007.*