



## YMCA Tidal Force Swim Team Grievance Policy

### Purpose:

Your safety is paramount to the YMCA of Frederick County Tidal Force Swim Team and USA Swimming. If you experience or witness actions or events that concern you or make you feel uncomfortable, it is important to talk to someone about it. This document outlines the processes where a swimmer, parent, or coach can bring forward a complaint or concern.

*\*If a coach has a grievance involving another staff member, procedures outlined in the Employee Handbook should be followed in place of this procedure.*

### Concerns relating to bullying, parent issues, unfair treatment, or violations of the swimmer, parent, or coach code of conduct:

*\*If a coach has a grievance involving another staff member, procedures outlined in the Employee Handbook should be followed in place of this procedure.*

Aggrieved parties should follow the appropriate complaint procedure in seeking a resolution. Aggrieved parties can skip steps in the complaint procedure if they feel it would be futile or they feel uncomfortable discussing their complaint with certain levels of management.

- **Discussion with Swim Team Coordinator:** Most conflicts and complaints should first be discussed with the Swim Team Coordinator. However, if the aggrieved party is not comfortable speaking with the Swim Team Coordinator or is not satisfied with the response, the aggrieved party should proceed to the next step in the process.
- **Discussion with Aquatics Director or Assistant Director:** If a resolution cannot be reached at the Swim Team Coordinator level, the aggrieved party or Swim Team Coordinator may ask the Aquatics Director or Assistant Director to mediate and facilitate a reasonable resolution.
- **Discussion with VP of Healthy Living:** If a resolution is not feasible at the Aquatics Director level, the aggrieved party, Swim Team Coordinator, or the Aquatics Director may ask the VP of Healthy Living to intercede.
- **Discussion with President/CEO:** All matters that are not resolved at the VP of Healthy Living level may be brought before the President/CEO. When this step is necessary, a conference will be requested with the President/CEO. The President/CEO will have the final authority in any dispute.



**Concerns regarding inappropriate behavior or activity including but not limited to:**

- Criminal activity
- Use, sale, or distribution of illegal drugs
- Physical abuse
- Inappropriate touching
- Coaches sharing hotel rooms with (non-related) athletes
- Rubdowns or massages performed by coaches
- Pictures and/or videos were taken in locker rooms or changing areas
- Violations of USA Swimming's Minor Athlete Abuse Prevention Policy (MAAPP)

Please report the incident immediately to Safe Sport. You can reach out to Maryland Swimming's Safe Sport Coordinator Sandra Hunt at [mdswimsafesport@gmail.com](mailto:mdswimsafesport@gmail.com) or USA Swimming's Safe Sport Coordinator Abigail Howard at [ahoward@usaswimming.org](mailto:ahoward@usaswimming.org). Anonymous reporting can be completed here: [Report a Safe Sport Concern](#)

If your concern relates to sexual misconduct, sexual harassment, or sexually explicit communication through any media, please contact the U.S. Center for Safe Sport to make a report immediately. You can [Report Your Concern Online](#) or call 720-524-5640. More information can be found at [www.safesport.org](http://www.safesport.org). Certain people are REQUIRED to report misconduct, and information on mandatory reporting requirements can be found [here](#). If you need guidance, please contact our safe sport coordinator Nancy Pressly at [fcysafesport@icloud.com](mailto:fcysafesport@icloud.com).

Any concerns dealing with deception or recruiting should be directed to the Eastern Zone Board of Review at [zborchair@easternzoneswimming.org](mailto:zborchair@easternzoneswimming.org). Information on the Eastern Zone Board of Review can be found [here](#).