

USA Swimming and Alamo Area Aquatics Safe Sport Policy

Here at the **Alamo Area Aquatics Association**, we strive to make your swimmer's protection and safety our highest priority. By working together as coaches, swimmers, parents, and volunteers we can ensure all USA swimming members are supported in a safe and dependable environment both in and out of the pool. As, then President of USAS, Tim Hinchey stated "The key aspect to the success of the Safe Sport program is for every member to be vigilant and report any suspicious activity that might be a violation of our Code of Conduct. We simply cannot assume that those being abused will voluntarily come forward, even if given the opportunity to do so in a confidential manner."

Alamo Area Aquatics is committed to providing our members a safe environment to train and compete.



Alamo Area Aquatics Safe Sport Liaison

Doug Gjertsen

aaaacoachdoug@gmail.com

(210)356-6925



[Alamo Area Aquatics MAAP Policy](#)

USA Swimming Safe Sport Links

[USA Swimming Athlete Protection Training](#)

All non-athlete members of USA Swimming and all adult athletes (age 18+) are required to complete the Athlete Protection Training. New members will be required to have their application form and payment processed by their LSC registrar before they can sign in to complete the course.

[USA Swimming Bullying Prevention](#) (online course on Bullying Prevention for adults)

- [Alamo Area Aquatics Action Plan Addressing Bullying](#)

[USA Swimming Code of Conduct](#) (The mission of USA Swimming is to encourage participation and the pursuit of excellence in all aspects of swimming.)

[USA Swimming Safe Sport](#) (USA Swimming's General website for more information)

[USA Swimming Safe Sport Best Practices](#) (USA Swimming best practices and guidelines)

All AAAA Athletes (12 & Over) and Parents are encouraged to complete the safe sport training below. Please be sure to select the STX (South Texas Swimming) and AAAA from the drop down menu.

[Safe Sport for Athletes](#) (this course is designed for 12-17 years old)

[Safe Sport for Parents](#)

AAAA Permission/Consent/Code of Conduct & Policy Forms

[Travel Consent Form](#)

[Lodging Permission Form](#)

[Competition Permission Form](#)

[Athlete Code of Conduct](#)

[Parent Code of Conduct](#)

[Coach Code of Conduct](#)

[Photography Policy](#)

[Locker Room Policy](#)

Dealing with a Safe Sport Concern

WHERE TO START WITH MY CONCERN

When making the decision to report a concern you have, it can often feel intimidating and overwhelming. Please use these guidelines to help you on the first step "Where do I report?"

Please use the provided links which will additionally help you get in touch with the appropriate people.

Please note that this is not an exhaustive list. If you are not sure who to contact with a concern please [contact Safe Sport Staff at the National Office](#) and we will be sure to talk through your concern, answer your questions and connect you with the correct people.



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AAAA Grievance Policy

Purpose:

Your safety is paramount to Alamo Area Aquatics 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 your concern deals with any of the following: Please contact the U.S. Center for Safe Sport to make a report. Use the online reporting form, call (720) 524-5640, or find more information at www.uscenterforsafesport.org.

- Sexual Misconduct
- Sexual Harassment
- Sexually Explicit/Inappropriate Communication through Social Media

If your concern deals with any of the following: Please contact Liz Hahn ehahn@usaswimming.org at the National Office or complete the online reporting form.

- Criminal Charges
- Use, Sale, or Distribution of illegal drugs
- Physical Abuse
- Inappropriate Touching
- Lap Sitting
- Coaches sharing hotel rooms with Athletes
- Rubdown or Massage performed by coaches
- Pictures or video taken in locker rooms or changing areas

Online Reporting Form

Call (720) 524-5640, or find more information at www.uscenterforsafesport.org

If your concern deals with any of the following: Please make a report through your Zone Board of Review by referencing our [South Texas Board of Directors](#).

- Fraud
- Deception
- Recruiting

If your concern deals with any of the following: *Please make a report on your team.*
We have provided a proposed letter of correspondence to assist you in beginning this process.

- Peer to Peer Bullying
- Adult to Athlete Bullying
- Parent Issues
- Violations of team rules and team code of conduct

Procedures:

Coaches, swimmers, and parents are encouraged to talk with each other to resolve their issues. However, if this isn't possible, members of Alamo Area Aquatics should know how to file a grievance:

- Swimmers or parents who have a grievance with another swimmer, parent, assistant coach, or official should contact Coach Doug Gjertsen in writing within two weeks of the date of occurrence. Coach Doug will discuss the problem in a timely and confidential manner. All information will be gathered regarding the situation, which may involve sit-down meetings with all those involved and any witnesses. Decisions will be made within two weeks of notification. Disciplinary action that may be required is explained in more detail in the Swimmer, Parent, and Coach Codes of Conduct.

****For bullying concerns, please also see the Alamo Area Aquatics Action Plan to Address Bullying.**

If you are not satisfied with the decision reached by Coach Doug (or if a decision is not rendered in the time frame discussed above), you must refer the matter to the Aquatics Director, David Johnson, at djohns1@neisd.net within three working days of notification of Coach Doug's decision (or the end of the time frame discussed above). The Aquatics Director will meet with Coach Doug, and you will be notified of their decision.

MANDATORY REPORTING RULE

Pursuant to federal law, all adults authorized to interact with minor or amateur athletes who learn of facts that give reason to suspect that a child has suffered an incident of child abuse, including sexual abuse, shall make a report of the suspected abuse to law enforcement and/or your state's designated agency within 24 hours.

ARTICLE 306

SEXUAL MISCONDUCT REPORTING REQUIREMENTS

.1 It is every member's responsibility to promptly report any incident regarding sexual misconduct by a member as described in Article 304.3.8 to USA Swimming's Director of Safe Sport. Reporting must occur when an individual has firsthand knowledge of misconduct or where specific and credible information has been received from a victim or knowledgeable third party. Various state laws may also require reporting to law enforcement or to a designated child protection agency.

.2 No member shall retaliate against any individual who has made a good faith report under 306.1.

.3 False reporting of sexual misconduct made in bad faith is prohibited.

.4 Neither civil nor criminal statutes of limitation apply to reports of cases of sexual abuse."