

Foxjets Anti-Bullying Policy and Action Plan

Purpose

Bullying of any kind is unacceptable at **Foxjets Swim Team** (“Foxjets”) and will not be tolerated. Bullying damages team culture, undermines trust, and harms the emotional and physical well-being of athletes.

Foxjets is committed to providing a safe, caring, inclusive, and respectful environment for all members. If bullying occurs, athletes and parents should know that concerns will be addressed promptly, seriously, and with the goal of protecting every swimmer.

Anyone who becomes aware of bullying is expected to tell a coach, board member, or the Safe Sport Coordinator.

Objectives of the Foxjets Anti-Bullying Policy

- Make it clear that Foxjets will not tolerate bullying in any form.
- Ensure board members, coaches, parents, and swimmers understand what bullying is.
- Provide a clear process for reporting concerns.
- Establish a consistent, transparent response plan when bullying occurs.
- Reinforce that Foxjets takes bullying seriously and supports anyone who comes forward.

What Is Bullying?

Bullying is the **severe or repeated use** of aggression—verbal, physical, written, electronic, or social—by one or more individuals that has the effect of:

- Causing physical or emotional harm
- Creating fear of harm
- Creating a hostile environment during any Foxjets or USA Swimming activity
- Infringing on the rights of another swimmer
- Disrupting training, practices, or team operations

Bullying can include actions such as:

- Verbal harassment or mocking
- Exclusion or social manipulation
- Cyberbullying via text, apps, or social media
- Physical intimidation or aggression
- Rumors or targeted humiliation

Reporting Bullying

If an athlete feels they have been bullied, they are encouraged to:

- Talk to a parent
- Talk to a coach, Safe Sport Coordinator, or Board member
- Email a coach, Safe Sport Coordinator, or Board member
- Make a report directly to USA Swimming Safe Sport

Reports may be made **at any time**, but earlier reporting helps us respond quickly and accurately.

Foxjets Safe Sport Coordinator:

Tom Masters — president@swimfoxjets.com

How Foxjets Addresses Bullying

1. Immediate Response — Stopping Bullying on the Spot

If bullying occurs during a Foxjets activity, coaches or staff will:

- Intervene immediately
- Separate the swimmers involved
- Ensure safety and meet immediate needs
- Stay calm and model respectful behavior
- Reassure everyone involved, including bystanders

2. Follow-Up — Understanding What Happened

Foxjets will take the following steps:

Gather facts

- Keep involved swimmers separate
- Speak with each person individually
- Seek input from multiple sources
- Listen without assigning blame
- Avoid labeling the behavior “bullying” until the situation is understood

Determine whether bullying occurred by assessing:

- Whether there is a power imbalance
- Whether there is a pattern or repeated behavior

- Whether the targeted swimmer feels unsafe or singled out
- Whether the behavior disrupts practice or meet participation

3. Supporting the Swimmer Who Was Bullied

Foxjets will:

- Listen and reassure the swimmer they are not at fault
- Ask what will help them feel safe
- Avoid isolating or penalizing the swimmer who was targeted
- Develop a plan with the swimmer, family, and coaches
- Maintain open communication with the family
- Continue to check in after the incident is addressed

4. Addressing the Behavior of the Swimmer Who Bullied

Foxjets will:

- Clearly explain why the behavior is unacceptable
- Model respectful communication during discussions
- Work with the swimmer to understand root causes
- Provide guidance, support, and education
- Help the swimmer repair harm when appropriate (examples: written apology, good-faith act, repairing damaged property)

Foxjets **does not** use zero-tolerance or “automatic expulsion” approaches, as these discourage reporting and may worsen outcomes.

Foxjets **does not** use conflict resolution or peer mediation for bullying situations.

We focus instead on accountability, education, and restoring team culture.

5. Supporting Bystanders

Swimmers are encouraged to:

- Be a friend to the targeted athlete
- Tell a trusted coach, Board member, or parent
- Help redirect the situation (“Practice is starting — let’s go”)
- Avoid giving the bully an audience
- Model positive, respectful behavior

Our Team Standards

This policy reflects Foxjets’ core values:

Family — We look out for each other.

Integrity — We do the right thing even when no one is watching.

Attitude — We approach challenges with positivity and respect.

Ambition — We work hard and support each other in reaching our goals.

Bullying has no place in our team culture.

Contact Information

Safe Sport Coordinator:

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Head Coach:

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