

CENTRAL BUCKS AQUATICS SAFE SPORT GENERAL INFORMATION

As part of our continued commitment to safeguarding our athletes, Central Bucks Aquatics (including Central Bucks Swim Team [CBST]) complies with USA Swimming's Safe Sport policy and education requirements. This compliance is demonstrated in many ways including (but not limited to):

The mission statement of Central Bucks Aquatics is posted online as follows: Our mission is to provide a safe environment in which the community is supported in developing strong bodies and minds while achieving a healthy lifestyle.

Central Bucks Aquatics has in place the following policies/procedures related to USA Swimming's Minor Athlete Abuse Prevention Policy (MAAPP):

- CB Aquatics Communications Policy
- CB Aquatics Locker Room Monitoring Policy
- CB Aquatics Action Plan to Address Bullying
- CBST-USAS Team Travel Policy
- CB Aquatics Photography Policy

These policies and procedures are posted on our team and registration websites, are agreed to as part of the annual or seasonal registration process, are referred to monthly in email communications, and are discussed (in part or in whole) periodically on deck with the athletes. These policies are in conformity with MAAPP. CB Aquatics also observes any additional contents of MAAPP not specifically addressed through these policies and the full MAAPP is also communicated/agreed to by parents and athletes annually or seasonally along with the other policies listed above. (Link to full USAS MAAPP is available here: <https://www.usaswimming.org/docs/default-source/safe-sportdocuments/maapp/usaswimmingmaapp.pdf>). Note that there are instances in which the policies of CB Aquatics are more restrictive/conservative than the Safe Sport / MAAPP guidance.

CB Aquatics follows many other related policies and procedures to promote athlete safety such as a concussion protocol, education of operational risk directors and other meet personnel and adherence to the operational risk director handbook, consistent hiring procedures including reference checks, annual coach performance reviews, frequent head coach observation of assistant coaches, late pick-up policy, policy for athletes returning to participation after illness or injury, and many other school district and CB Aquatics policies and procedures. CB Aquatics staff are required to read and be aware of all CB Aquatics policies which, along with our coaching protocols, provide information to our staff regarding their responsibilities to prevent, identify, and respond to bullying, harassment, and discrimination. CB Aquatics also follows all federal, state, and local laws.

In addition to related trainings and clearance requirements for employment in the Central Bucks School District, all of CBST's adult non-athlete USA Swimming members complete Athlete Protection Training annually as part of their compliance with USAS requirements. Additionally, adult athlete members of CBST-USAS complete Athlete Protection Training within 30 days of turning 18 (or within 30 days of registration with the team for members who are 18 or older at the time of joining the team). Athlete Protection / Safe Sport information (including training link) is made available to our parents and athletes through our website and is mentioned in team emails and the online registration process.

CB Aquatics has designated Safe Sport coordinators (CB Aquatics manager and assistant managers) and all CB Aquatics administrative staff and the head coach discuss Safe Sport matters regularly to ensure compliance and development of the best practices for our organization and its athletes. New guidance including best practices provided by USA Swimming and the Safe Sport office are reviewed frequently and considered for inclusion in CB Aquatics procedures.

Participants in CB Aquatics teams (and other CB Aquatics programs) are responsible to be aware of and adhere to all CB Aquatics behavior expectations as documented through our handbooks (including code of conduct), websites (CB School District and teams), online registration, emails, or otherwise communicated policy/procedure statements.

CB Aquatics keeps open lines of communications and communicates regularly to coaches, athletes, parents, and volunteers to create accountability and encourage everyone to speak up if they observe behavior inconsistent with the expectations of CB Aquatics, CBSD, and/or USA Swimming. We establish open communication between leadership, coaching staff, and athletes to create a transparent culture and foster an environment where concerns are handled efficiently before they escalate. To accomplish these communication goals, Safe Sport information is provided as per above, the aquatics manager has periodic meetings with the swimmers, the head/lead coaches hold parent meetings, the captains hold meetings for the senior group on a weekly basis during which athletes have an opportunity to develop a comfortable team culture and express concerns, coaches take time periodically to discuss team culture as well as speaking up and appropriate boundaries with athletes, frequent emails are sent (including policy/procedure statements approximately once per month and as needed), emails and team websites include information about who to contact with any issues. When a concern arises, team leadership is receptive to information provided and addresses the concern in a positive and timely manner (including providing feedback to the person who brought the concern), maintaining confidentiality to the extent practicable given CB Aquatics' responsibility to investigate the matter.

See Safe Sport Information and training links on the CBST-USAS team website policies page.

<http://www.cbswimteam.org/cb-aquatics-policies-and-programs.html>

v. 6/2019