

Tidal Swim Club - Sexual Harassment Policy



Date of Assessment: 01/02/2025

Assessor Name: Michael Brackstone, Director and DSL

Reviewed By: Niamh Wilkinson Director and CEO

Next Review Date: 01/02/2026

1. Purpose Tidal Swim Club ("the Club") is committed to providing a safe and respectful environment for all members, staff, volunteers, and visitors. This policy outlines the Club's stance on sexual harassment and the procedures for reporting and addressing complaints.

2. Scope This policy applies to all individuals associated with the Club, including but not limited to swimmers, coaches, staff, volunteers, board members, parents, and visitors.

3. Definition of Sexual Harassment Sexual harassment includes any unwelcome sexual advances, requests for sexual favors, or other verbal, non-verbal, or physical conduct of a sexual nature that creates an intimidating, hostile, or offensive environment. Examples include, but are not limited to:

- Unwanted touching or physical contact
- Sexual jokes, comments, or gestures
- Display of sexually explicit images or materials
- Unwanted advances, propositions, or requests for dates
- Comments about someone's body, appearance, or sexuality
- Sexual coercion or pressure
- Inappropriate or suggestive digital communication, including text messages, emails, or social media interactions

4. Reporting Procedures Anyone who experiences or witnesses sexual harassment should report the incident as soon as possible. Reports can be made to:

- The Club's designated **Safe Sport Officer**
- A coach, board member, or club administrator
- A trusted staff member

Reports may be submitted in person, via email, or through a confidential online reporting system if available.

5. Investigation Process All reports of sexual harassment will be taken seriously and handled promptly. The process will include:

1. **Confidentiality:** The privacy of all parties will be respected to the extent possible.
2. **Impartial Investigation:** An independent review of the complaint will be conducted.
3. **Interviews & Evidence Collection:** The investigator may speak with involved parties and witnesses and review any relevant evidence.

4. **Resolution & Disciplinary Actions:** If a violation is found, appropriate action will be taken, which may include warnings, suspension, or expulsion from the Club.

6. Retaliation Prohibited Retaliation against anyone who reports sexual harassment in good faith or participates in an investigation is strictly prohibited. Any act of retaliation will result in disciplinary action.

7. Prevention & Training The Club is committed to proactive measures to prevent sexual harassment, including:

- Regular training for staff, coaches, and volunteers
- Awareness programs for swimmers and parents
- Clear communication of reporting procedures

8. Policy Review & Updates This policy will be reviewed annually and updated as needed to ensure compliance with relevant laws and best practices.

For questions or concerns regarding this policy, please contact the **DSL Michael Brackstone** or Club Administration.

Sign-Off

Assessor Name: Michael Brackstone Director and DSL

Signature: M.Brackstone

Date: 01/02/2025

Reviewed By: Niamh Wilkinson Director and CEO

Signature: N.Wilkinson

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