



Sexual Harassment / Child Molestation Abuse Policy

It is the policy of the Naperville Swim Conference (NSC) to maintain an environment in which all individuals are treated with respect and dignity. This policy is in effect at all Naperville Swim Conference events, included by not limited to swim practices, dual meets, Championship meets, and NSC affiliated meetings and events.

The Naperville Swim Conference does not tolerate sexual harassment or child abuse of any kind of our youth members, adult volunteers, employees, suppliers, or the general public. Any form of sexual harassment or child abuse that violates federal, state, or local law is a violation of this policy and will be treated as a disciplinary matter. The Naperville Swim Conference does not tolerate inappropriate touch, non-accidental physical injury, emotional or verbal abuse, neglect, sexual molestation and purposeful or inadvertent exposure of materials, conduct or events, which are inappropriate for the age, and development of children. This includes but is not limited to physical abuse—striking, spanking, shaking, slapping, and so on; verbal abuse—humiliating, degrading, threatening, and so on; sexual abuse—touching or speaking inappropriately; mental abuse—shaming, withholding kindness, being cruel, and so on; neglect—withholding food, water, or basic care. Physical restraint is used only in predetermined situations (when necessary to protect the child or other children from harm), administered only in a prescribed manner, and must be documented in writing. NSC coaches and representatives will respect children's rights not to be touched or looked at in ways that make them feel uncomfortable, and their right to say no.

It is the responsibility of each and every individual affiliated with the Naperville Swim Conference to refrain from sexual harassment or child abuse. Sexual harassment or child abuse is not tolerated and should be reported to a member of the Naperville Swim Conference board immediately. When the NSC becomes aware of sexual harassment or child abuse, it is obligated to take prompt and appropriate action, regardless of whether the victim wants the NSC to do so. (To report child abuse contact the Department of Children and Family Services at 800-252-2873)

Training Compliance: To help insure to safety of Naperville Swim Conference participants all coaches and all NSC park representatives will be required to complete child abuse prevention training and pass a background check prior to attending any NSC event where children are present.

The Naperville Swim Conference, including all persons to whom a violation of this Sexual Harassment or Child Abuse Policy has been reported and persons who have become aware of a complaint, must maintain confidentiality, to the extent possible given the need to investigate. All complaints shall be considered confidential to the maximum extent possible.

I, _____ have read, understand, and acknowledge receipt of the Sexual Harassment or Child Abuse Policy. I will comply with the guidelines set out in this policy and understand that failure to do so might result in disciplinary action including removal from my position and potential legal action.

Signature

Date