

Yukon Graylings Masters Swim Club Membership Guide



Mission Statement

The Yukon Graylings Masters Swim Club strives to be a supportive, safe and inclusive community of northern Canadian swimmers. We swim together to share and celebrate a common love and passion for the water, as well as for our individual and collective health, fitness, and growth.

History

The Yukon Graylings Masters Swim Club was founded in 2015 by Victoria Ryan, Angie MacNeil, Olwyn Bruce and MaryAnne Myers, 4 lifelong swimmers with a dream of building a northern swimming community. Within the first five seasons, YGMSC went from a club of 6 swimmers without a coach into a club with five coaches and over a hundred swimmers!

2023/2024 Board Members

Sophia Marnik, Annie-Claude Letendre Jenny Bonny, Jenni Beauregard, Sarah Waters, Olwyn Bruce, Andrew Hall

Registrar: Virginia Sarrazin

Culture, Values, and Expectations

To be a **Grayling** means to maintain and enhance the 'Graylings Culture' which promotes the dignity, self-esteem and growth of all Graylings, community members, and staff at the CGC.



- Treat each other with the highest standard of respect and positive regard; when we all share mutual respect, we all win.
- Offer constructive comments or feedback appropriately and avoid public criticism of other members, coaches, officials, volunteers and staff. Let's build each other up!
- Consistently modelling the spirit of sportsmanship, integrity and ethical conduct.
- Never engage in bullying/abusive types of behaviors or incite others to do so.
- Intervene, when appropriate, to correct or prevent practices that are harmful or unjustly prejudicial. Report it if you see it!
- Be inclusive by celebrating and valuing diversity. Resist judgmental thoughts and behaviors.
- Treat individuals fairly and with courtesy; approach each other with empathy and kindness; take care of and support one another. Aspire to be a mentor!
- Encourage and inspire one another to strive towards achieving individual goals.
- Work hard and challenge yourselves to your fullest potential and promote positive, friendly competition. Doing our best each day adds up!
- Ensuring adherence to the rules of the Club, the CGC, as well as the guidelines of Masters Swim Canada.

And.... HAVE FUN!!



Safe Sport

The Yukon Graylings Masters Swim Club **does not tolerate** bullying, harassment, abuse, racism, sexism, homophobia or discrimination of any kind. The Graylings are committed to actively learning about, addressing, and dismantling racism and discrimination of all forms.



When sport provides us with a safe environment, we **all** soar to greater heights!

The Yukon Graylings Masters Swim Club is committed to creating an environment for its members, coaches, and surrounding community that is positive, safe and where everyone feels welcome and valued. The Yukon Graylings Masters Swim Club strives to be an example of what true sport and recreation is all about: individual and community development that is safe, fun and for life!

Types of Abuse, Harassment, Maltreatment

If you See it or Hear it, Report it!

Examples include but are not limited to: any unwanted and unwelcome physical or sexual conduct, leering, gawking, unwelcome remarks, jokes, comments, innuendo, unwelcome comments about a person's looks, body, attire, disability, age, race, religion, sex or sexual orientation, condescending or patronizing behavior which is intended to undermine self-esteem, diminish performance or adversely affect environment, practical jokes which cause awkwardness or embarrassment, unwanted physical contact including touching, petting, pinching or kissing, unwelcome sexual flirtations, advances, texts, requests or invitations, physical or sexual assault.

Yukon Graylings Masters Swim Club Discipline Policy

Purpose: This policy sets out the Yukon Graylings Masters Swim Club process for receiving and reporting complaints and the discipline of athletes, members, coaches and volunteers

Procedures

1. All members of the Board of Directors and coaches are required to take the Safe Sport Training Module (also highly recommended for the swimmers).
2. Two Safe Sport Officers (of diverse genders) will be appointed each year on the Board of Directors. These officers will be responsible for receiving and recording complaints in confidence.
3. Whenever a complaint is received by one of the Safe Sport Officers, it will be recorded and forwarded to the Safe Sport Committee (Safe Sport Officers and President) for review
4. If a complaint is received by a coach, swimmer, or another board member, the complaint will be directed to a Safe Sport Officer. If both Safe Sport Officers are in conflict or implicated in a complaint, the President will be responsible for receiving, recording and evaluating the complaint.
5. If needed, additional information will be sought by one of the Safe Sport Officers (or the President) from the complainant, the reporting athlete/coach, or other witnesses in confidence.
6. Following review, the Safe Sport Committee will determine the appropriate level of response. This may include:
 - a) No action (e.g. a minor or frivolous complaint)
 - b) A formal written warning and/or an in-person meeting
 - c) In very serious cases, additional sanctions (up to and including suspension or expulsion)
4. The recommendation from the Safe Sport Committee will be given to the Board of Directors for approval. Any decision involving suspension or expulsion may be appealed to the Board of Directors for reconsideration and possible reinstatement. When appealed, the subsequent decision of the Board of Directors will be final.
5. Any offence of a criminal nature is out of the jurisdiction of the Yukon Graylings Masters Swim Club and will be referred to the RCMP.

Let's work together to ensure the Yukon Graylings Masters Swim Club is safe for all!

WELCOME TO THE TEAM!!!





Side Effects of joining the Graylings may include: becoming happier, healthier, and more confident, having more energy, making new friends, participating in pineapple relays, achieving goals, trying new challenges, stepping outside your comfort zone in a supportive environment, being celebrated for your efforts!