



FINDING THE MIDDLE LANE

NAVIGATING LSC DISPUTES

General Chair Track

8:30-10 am

Finding the Middle Lane: Navigating LSC Disputes

10:30-Noon

Fees with Purpose: Funding What Matters

1:30-3 pm

Breaking Barriers Together: Coaches and General Chairs
collaborate for Growth

3:30-5 pm

Diving into Data: SWIMS: Insights for Smarter LSC Decisions

Bring your computer to this session!





Panel Members

- Ruth-Ann Bode- Southern ZSAP Coordinator
- Nicki Cicalo-DeCaro- NJ General Chair
- Derek Paul- USA Swimming, Associate General Counsel
- Jamie Platt- MA Executive Director
- Lynne Shine- OH ARB Chair
- Paul Stauder- Central Zone Safe Sport Chair

Moderators:

Jane Grosser- Lead Advisor, LSC Services

Gracie Mensay- Coordinator, LSC Services



To Find the Truth Game





A member of a club steals from their club (usually a treasurer or staff member), the team has filed a police report. Where should the team also report the complaint?



During an LSC committee meeting, the chair complains that athlete members are mandated to serve on the committee and criticizes their lack of knowledge and inability to provide relevant input. Following the meeting, other members wanted to report the committee chair for potentially abusive behavior toward the athletes. Where should this complaint be directed?



A meet sanction request is submitted by a club to the LSC and denied by LSC. The team wants to appeal the decision, where should it be directed?



**At an LSC meeting, someone challenges the direction of the LSC.
Where is the appropriate place to address the concern?**



Two LSCs were assigned to attend a different Zone meet than they had anticipated. They had already made travel arrangements, etc. to attend the other meet in the Zone. They were in fact assigned to the other meet. Who should they go to for help with resolving the matter?



The head coach of large club, asks the parents and coaches to let him know about any families who are looking for a club to join. He is told by one family that they know of an athlete from their former club who is looking for a stronger training program. They pass along the athlete's cell phone number. The coach reaches out to the athlete. If the athlete, his parents or his current coach seeks to bring a complaint, where should it be filed?



A coach member attends a meet drunk or high on drugs and you have evidence of this intoxication. Where should you report the incident?



Two male swimmers are accused by a female swimmer on another team of sending inappropriate text messages of a sexual and threatening nature. All athletes are minors; the coaches of both teams are working with all parties involved. The female reported to the Center for SafeSport and an investigation is underway, but no ruling has been made. Police have taken reports and investigated but taken no other action in either case. The coaches have alerted the LSC that in both cases, the parents have mentioned legal action if the boys are not allowed to swim at the LSC championship meet. Where should the coaches report the alleged behavior of the male athletes?



Bad behavior between parents happens in the stands of a meet. Police are called, break up the fight and remove the parents from the meet. It is reported to the LSC BOD. The BOD suspends the parents from attending future championship meets for 1 year. The parents want to appeal the decision of the BOD. Where can they file an appeal?



A father (who is also a member of USA Swimming) punches an official at a meet because they made a call against his son that he disagrees with.



The LSC BOD revises the fee structure for fines and penalties in the P&P. A club violates the provisions of both the P&P and the Meet Announcement during a meet. The club is fined by the BOD. The Club challenges the fine, alleging that they are egregious and refuses to pay them. Could the club file a complaint? What would be the appropriate venue?



A team in the LSC is “known” for stealing swimmers from another team. So much alleged recruiting has gone on that both teams now refuse to allow the others to attend their regular in-season meets. Where should this issue be addressed? What are the options if either of the teams don’t agree with the decision?



An incident occurs at a Zone meet between minor athletes. It is sexual in nature. Where should this incident be reported and who is responsible for reporting it?



2 clubs bid for the same LSC meet; one club is awarded the meet according to LSC procedures. During the HOD, the losing club brings forth a proposal to rescind the original bid winner and make a motion to move the meet to a different location, and it passes. Is this appropriate? Where should the original team file an appeal of the decision?



A parent, who is timing at a meet is removed from the deck after repeatedly using a cell phone behind the blocks to film her daughter during her races. The Meet Referee activated the Meet Jury who ruled on the situation. The parent wants to protest the removal so she can remain on deck for the next days events. Who should she call to file her protest?



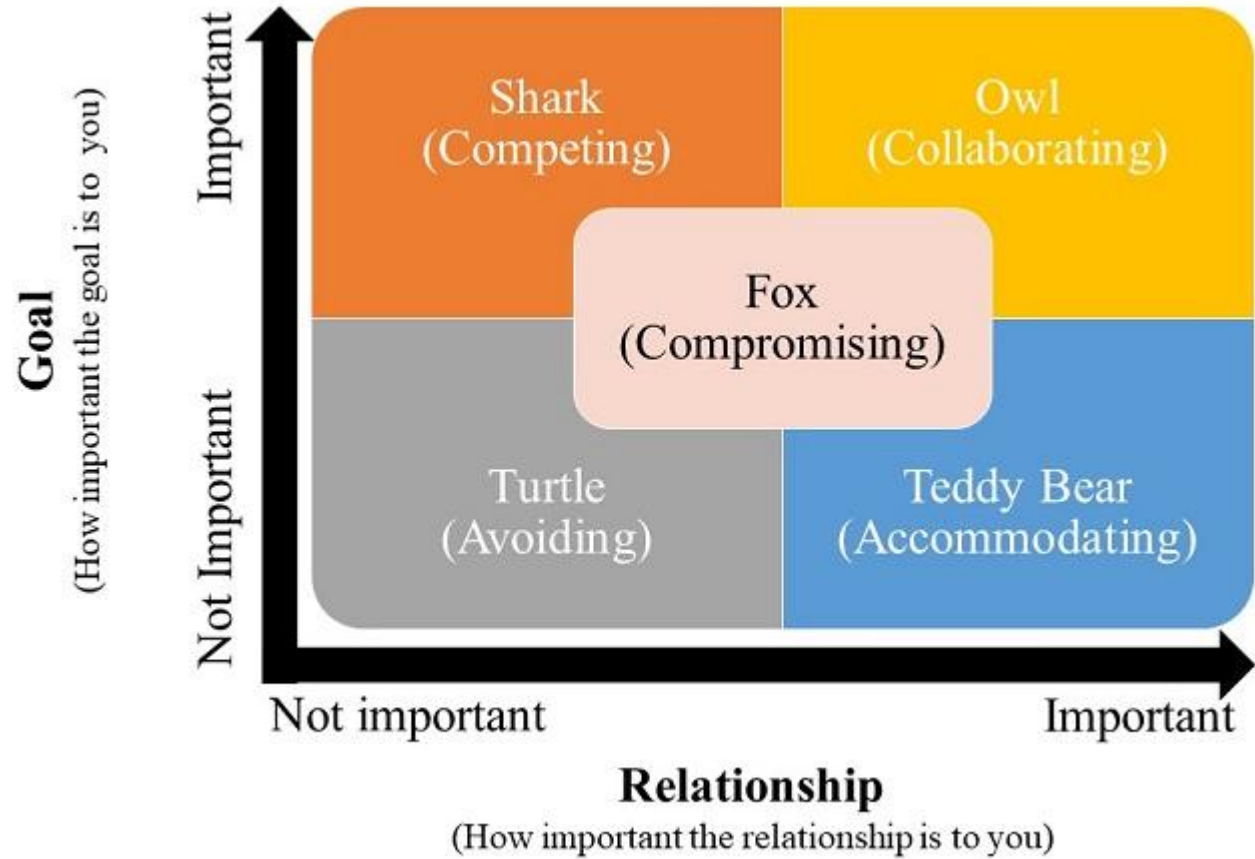
An LSC denies travel reimbursement of athletes from a team as it didn't adhere to established LSC policies for reimbursement. The LSC denies the reimbursement request, the LSC doesn't have an ARB. What other options are available to the team to appeal the decision of the BOD?

Conflict Resolution: Animal Style

- Shark (aggressive)- Go to the front right
- Owl- (collaborative/accommodating) Go to the rear left
- Turtle- (withdrawn/avoidance) Go to the front left
- Teddy Bear- (Accommodating) Go to the rear right
- Fox- (Compromising) Go to the center of the room



Conflict Resolution: Animal Style



Conflict Resolution: Animal Style

Turtle: (avoiding)

- When confronting the issue is unlikely to make any difference
- When the costs of confronting the issue are greater than any benefits
- When it could be better to wait until things cool down, there is more information, or other things have been addressed first.



Conflict Resolution: Animal Style

Shark: (competing)

- When facing an emergency or a decision needs to be made very quickly
- When the stakes are very high, and the potential consequences are significant
- When you are being stood over, threatened, or treated unjustly.



Conflict Resolution: Animal Style

Teddy Bear: (Accommodating)

- When the issue is more important to the other person than to you
- When strengthening relationships are more important than achieving specific goals
- When you have little hope of achieving your goals and you can accept the consequences



Conflict Resolution: Animal Style

Fox: (compromising)

- When a compromise is OK
- When there is a history of mistrust and long-term conflict
- When compromising helps to move on with a complex issue.



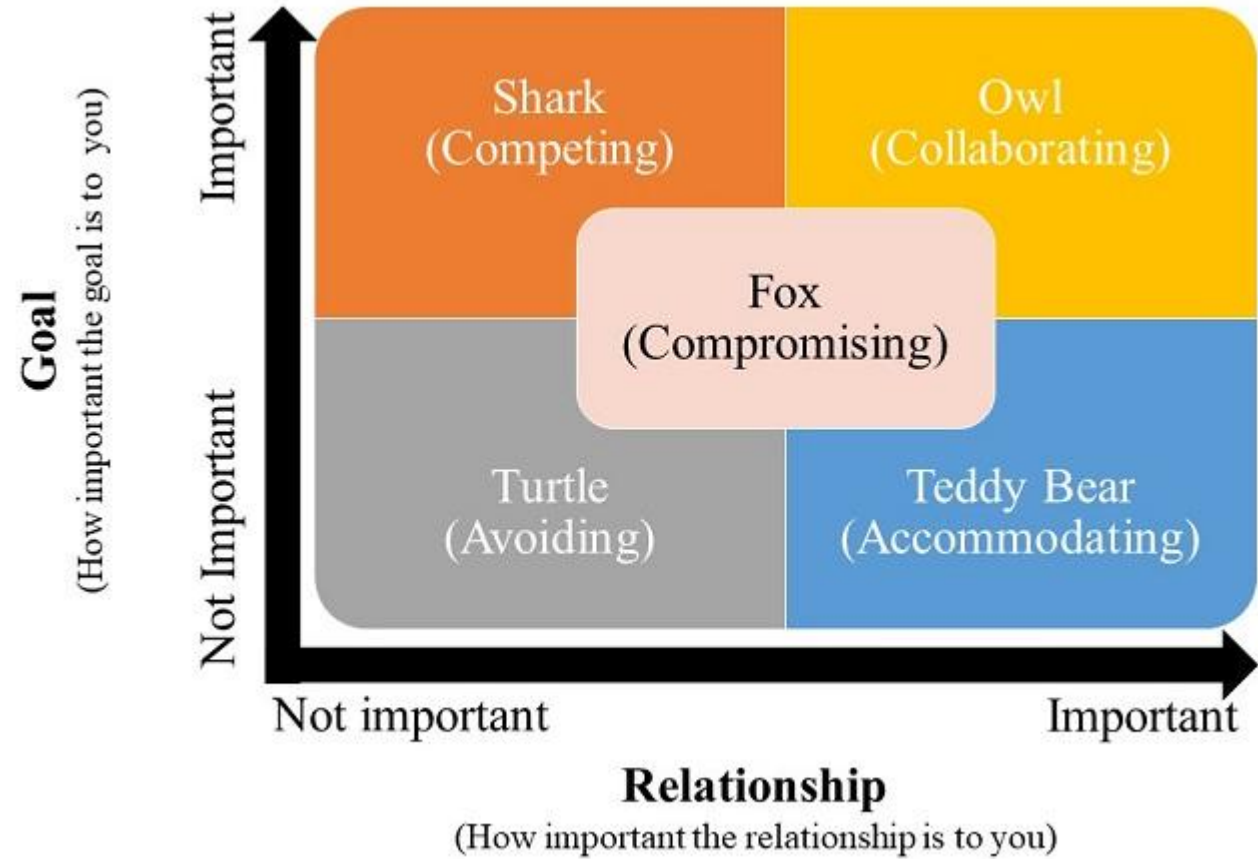
Conflict Resolution: Animal Style

Owl: (collaborating)

- When your goals and your relationships are both important
- When outcomes depend on everybody's commitment
- When you need to work through difficult issues that have been damaging relationships



Conflict Resolution: Animal Style



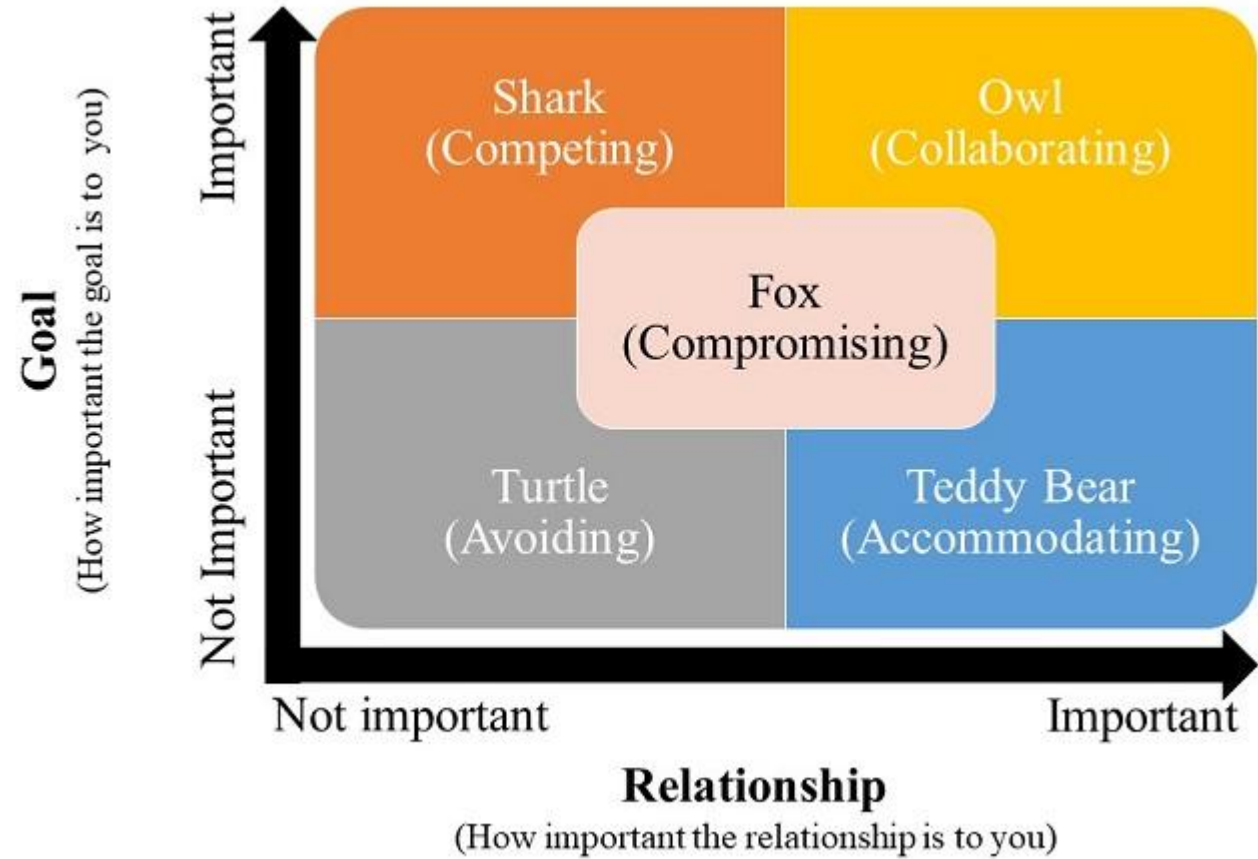
LSC Table Discussion

At your table discuss the best way to approach:

1. An internal BOD conflict among members
2. An external complaint from a Team/Coach



Conflict Resolution: Animal Style



Slido Questions with answers

1. USA Swimming Staff- A member of a club steals from their club (usually a treasurer or staff member), the team has filed a police report. Where should the team also report the complaint?
2. LSC/Zone Safe Sport- During an LSC committee meeting, the chair complains that athlete members are mandated to serve on the committee and criticizes their lack of knowledge and inability to provide relevant input. Following the meeting, other members wanted to report the committee chair for potentially abusive behavior toward the athletes. Where should this complaint be directed?
3. ZSAP chair- A meet sanction request is submitted by a club to the LSC and denied by LSC. The team wants to appeal the decision, where should it be directed?
4. LSC General Chair- At an LSC meeting, someone challenges the direction of the LSC. Where is the appropriate place to address the concern?
5. Zone Director- Two LSCs were assigned to attend a different Zone meet than they had anticipated. They had already made travel arrangements, etc. to attend the other meet in the Zone. They were in fact assigned to the other meet. Who should they go to for help with resolving the matter?
6. USA Swimming Staff- The head coach of large club, asks the parents and coaches to let him know about any families who are looking for a club to join. He is told by one family that they know of an athlete from their former club who is looking for a stronger training program. They pass along the athlete's cell phone number. The coach reaches out to the athlete. If the athlete, his parents or his current coach seeks to bring a complaint, Where should it be filed?
7. USA Swimming staff- A coach member attends a meet drunk or high on drugs and you have evidence of this intoxication. Where should you report the incident?
8. LSC/Zone Safe Sport- Two male swimmers are accused by a female swimmer on another team of sending inappropriate text messages of a sexual and threatening nature. All athletes are minors; the coaches of both teams are working with all parties involved. The female reported to the Center for SafeSport and an investigation is underway, but no ruling has been made. Police have taken reports and investigated but taken no other action in either case. The coaches have alerted the LSC that in both cases, the parents have mentioned legal action if the boys are not allowed to swim at the LSC championship meet. Where should the coaches report the alleged behavior of the male athletes?

9. LSC BOD/ARB- Bad behavior between parents happens in the stands of a meet. Police are called, break up the fight and remove the parents from the meet. It is reported to the LSC BOD. The BOD suspends the parents from attending future championship meets for 1 year. The parents want to appeal the decision of the BOD. Where can they file an appeal?
10. USA Swimming Staff- A father (who is also a member of USA Swimming) punches an official at a meet because they made a call against his son that he disagrees with.
11. LSC ARB Chair- The LSC BOD revises the fee structure for fines and penalties in the P&P. A club violates the provisions of both the P&P and the Meet Announcement during a meet. The club is fined by the BOD. The Club challenges the fine, alleging that they are egregious and refuses to pay them. Could the club file a complaint? What would be the appropriate venue?
12. LSC General Chair- A team in the LSC is “known” for stealing swimmers from another team. So much alleged recruiting has gone on that both teams now refuse to allow the others to attend their regular in-season meets. Where should this issue be addressed? What are the options if either of the teams don’t agree with the decision?
13. Zone/LSC Safe Sport, Center for SafeSport, Law Enforcement- An incident occurs at a Zone meet between minor athletes. It is sexual in nature. Where should this incident be reported and who is responsible for reporting it?
14. LSC ARB- 2 clubs bid for the same LSC meet; one club is awarded the meet according to LSC procedures. During the HOD, the losing club brings forth a proposal to rescind the original bid winner and make a motion to move the meet to a different location, and it passes. Is this appropriate? Where should the original team file an appeal of the decision?
15. USA Swimming, Rules Chair, NBOR- A parent, who is timing at a meet is removed from the deck after repeatedly using a cell phone behind the blocks to film her daughter during her races. The Meet Referee activated the Meet Jury who ruled on the situation. The parent wants to protest the removal so she can remain on deck for the next days events. Who should she call to file her protest?
16. LSC General Chair- An LSC denies travel reimbursement of athletes from a team as it didn’t adhere to established LSC policies for reimbursement. The LSC denies the reimbursement request, the LSC doesn’t have an ARB. What other options are available to the team to appeal the decision of the BOD?