



**Safe Sport Engagement Survey Report**

**1.15.2015**

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## I. INTRODUCTION

“How will we know it’s working?” That is the question that sparked the Safe Sport survey. With new educational resources and training activities on the horizon, we need some way to measure the impact of our work, and this project can serve as one metric to this end.

Since its inception in 2010, Safe Sport has strived to be leadership-driven and locally-rooted. Activities in the past have heavily focused on personnel identification, crisis-response procedures and the implementation of comprehensive online trainings for athletes, coaches, officials, and parents. Additionally, the program has put several policies in place to assist clubs and LSC leadership to effectively implement Safe Sport. Recognizing that full engagement in Safe Sport will require a shift in the culture of USA Swimming, there were no measures in place to evaluate the membership’s response to the program.

The survey was developed to measure: (1) awareness of Safe Sport, (2) use of Safe Sport tools at the club level, and (3) degree to which clubs are promoting a positive sport culture. The questions on the survey focused on these three areas, in addition to collecting some basic demographic data. While it is possible and even tempting to collect a much broader span of data, wiser minds prevailed to narrow the focus on the indicators where we hope to see growth over the next few years.

The survey was distributed to athletes ages 12 and older and coaches through email and social media and was available for a two-week time frame. During that time, 1,528 athletes completed the survey, as did 804 coaches. While this represents only a small sample of USA Swimming’s membership, it is the largest representation to date of members’ feelings toward Safe Sport, and it provides a valuable snapshot into the culture of the organization.

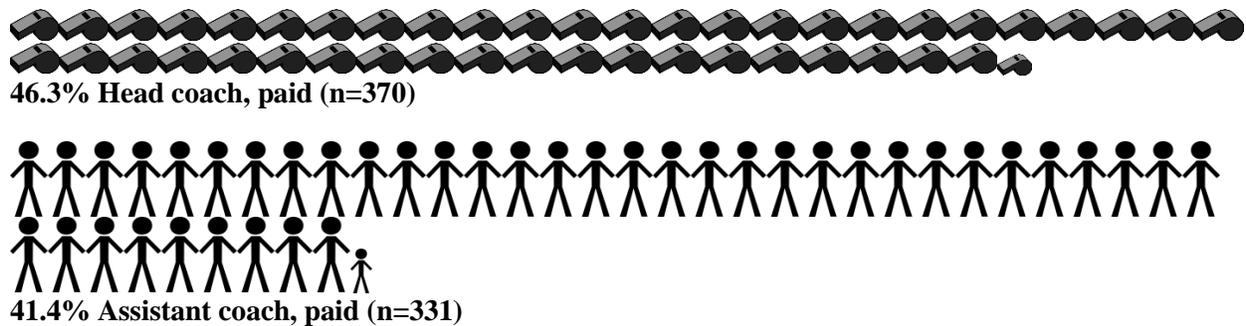
*A note on the data:* This is not rigorous research data. It will not be used to make expensive, high-stakes decisions about the future of Safe Sport. However, the data are a valuable tool for learning the levels of engagement across USA Swimming’s membership. Information gathered by the survey can inform how we relate to coach and athlete members by demonstrating the vast continuum of opinions about Safe Sport’s utility and importance.

## II. DESCRIPTION OF SAMPLE

### Coach Respondents

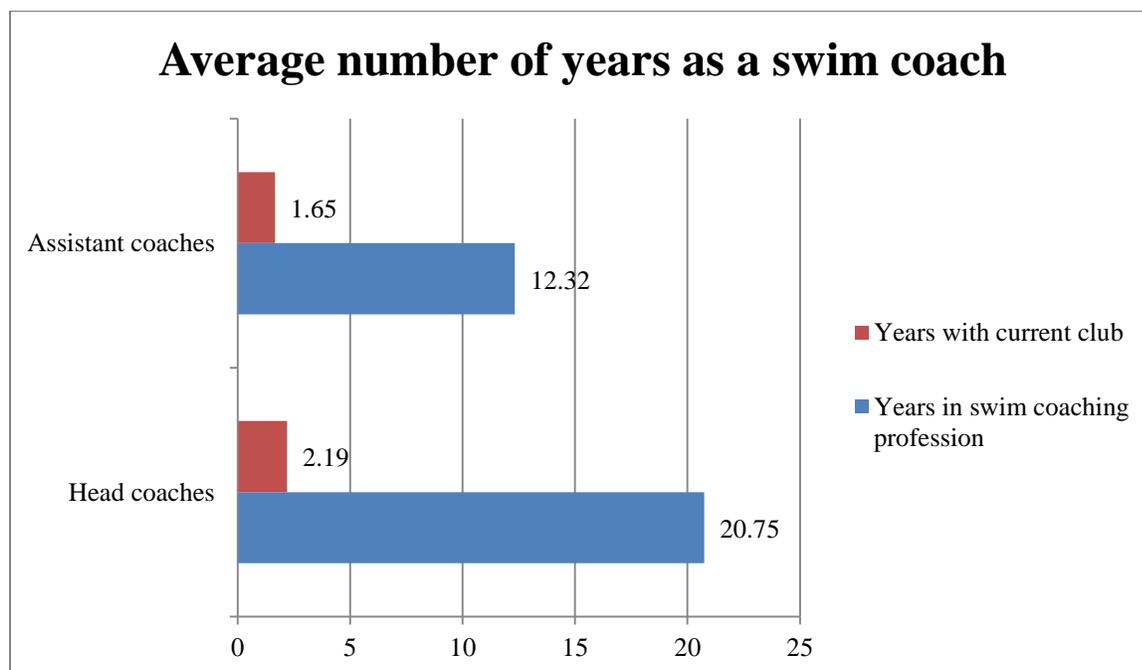
804 coaches responded to the survey, roughly half of whom are head coaches and half of whom are assistant coaches. 87.7% of all coach respondents are paid coaches (see Figure 1). All but three LSCs were represented in the sample.

**Figure 1. Distribution of paid coaches**



Head coaches reported serving an average of 20.75 years in the swim coaching profession; however they reported an average tenure with their current club of 2.19 years. Assistant coaches reported a similar disparity, with their average career clocking in at 12.32 years, but assistants, on average, have only been with their current club for 1.65 years (see Figure 2).

**Figure 2. Average number of years as a swim coach**

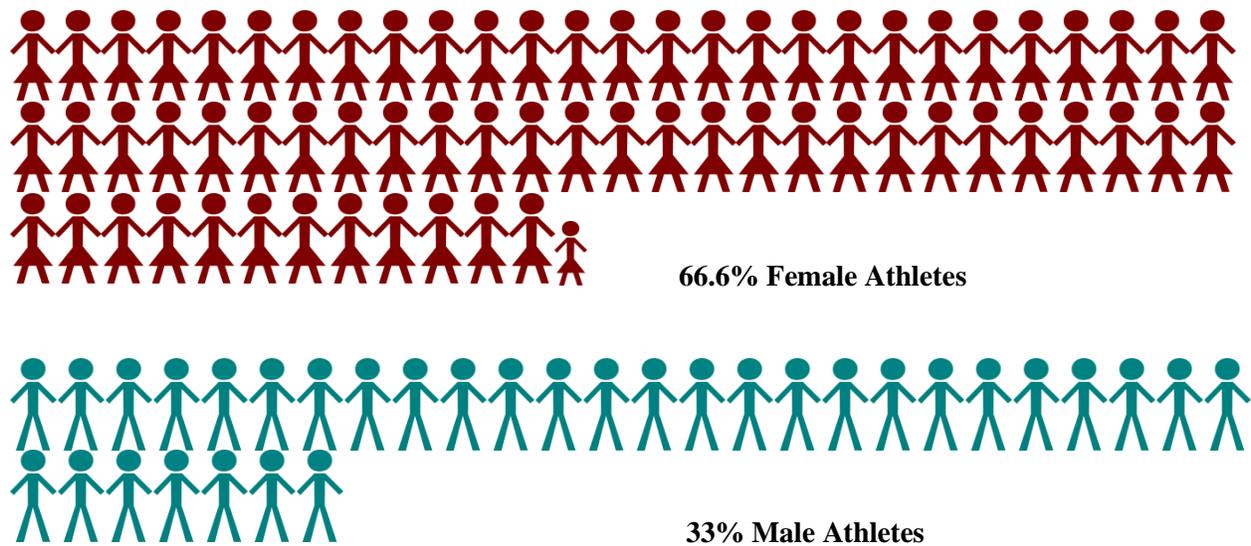


The majority of coach respondents are between the ages of 35 and 54, and they coach for non-profit clubs of fewer than 200 swimmers.

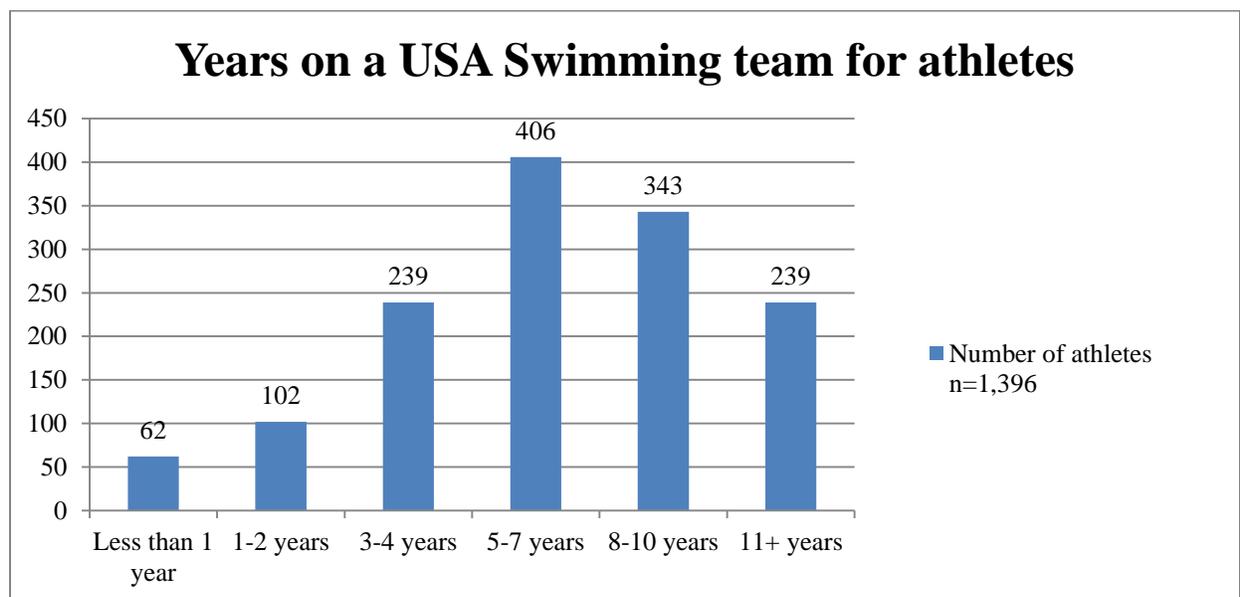
### Athlete Respondents

1,528 athletes responded to the survey, however for this report, only data from the 1,396 respondents over the age of 12 will be considered. Two-thirds of the respondents are female (see Figure 3), and more than 88% of all respondents have been swimming on a USA Swimming club team for more than three years (see Figure 4). All but three LSCs were represented in the sample.

**Figure 3. Distribution of athlete gender**



**Figure 4. Number of years on a USA Swimming team**



### III. FINDINGS

#### Awareness:

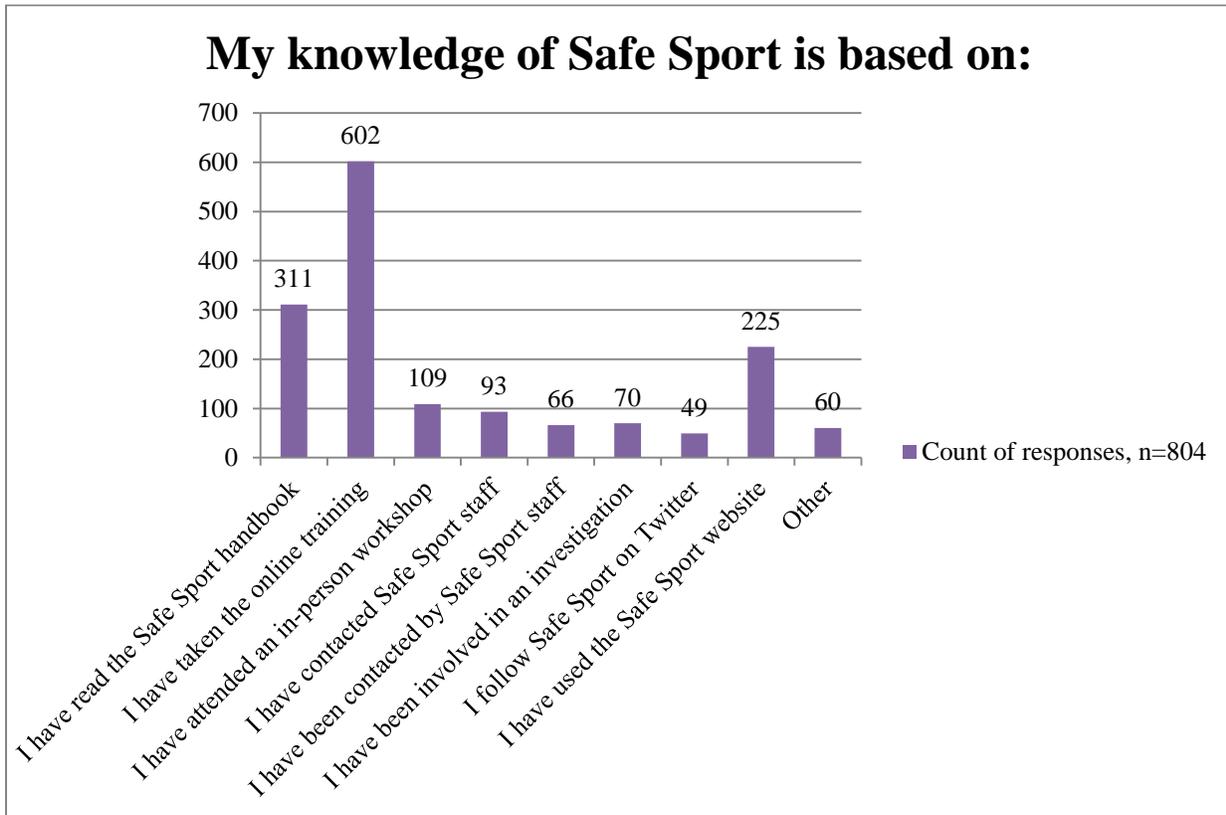
One vital component to the success of Safe Sport is awareness. Member coaches, officials, and athletes, as well as parents of athletes first must be aware that Safe Sport exists and have a basic understanding of its objectives. Awareness was measured by asking coaches and athletes how well they know Safe Sport, what do they perceive as the focus of the effort, and how they know this information.

Coaches most frequently identified awareness (86.2% of respondents), education (84.3%), and bullying (79.7%) as words associated with Safe Sport (see Figure 5). The larger words represented in Figure 5 were most frequently identified by coaches, and the smaller words were identified as being associated with Safe Sport less often. Coaches reported that this knowledge is based on the online athlete protection training (as 74.9% of respondents indicated) and/or reading the Safe Sport handbook, as 38.7% of them indicated. Others have used the Safe Sport website as a resource or attended an in-person workshop (see Figure 6).

**Figure 5.**



**Figure 6. Basis for coach knowledge of Safe Sport**



An open-response question asked coaches to briefly describe Safe Sport, which produced a variety of diverse responses<sup>1</sup>. Many respondents echoed Safe Sport’s mission and vision. Some of these responses included:

“Athlete protection is paramount if our sport is to grow. And it is our job as coaches and educators to educate and implement these policies that guarantee the safety of our athletes.”

“This program is put in place to produce a safe, healthy, and welcoming community. It offers an awareness of respect, dignity, and responsibility which contribute to the character of the members of the club in the pool and out of the pool.”

“The Safe Sport program is in place to make sure that USA Swimming programs are providing a fun and safe environment for swimmers to grow as athletes and individuals.”

Many respondents also confirmed that there is a great deal of misinformation about Safe Sport within our community and teaches that there is still progress to be made. Responses included:

“An answer to protect the kids from all the creepy people that go to meets and watch practices. I equate it to TSA.”

“A separate department of USA Swimming to create a safe environment for the kids. Bullying and concussions have been the focus to my knowledge.”

<sup>1</sup> Additional responses are available in Appendix 1.

“A pain in the butt, but necessary.”

“Who cares? It has nothing to do with swimming or coaching.”

“Designed to protect USA Swimming against the perception that it is not protecting athletes against sexual predator coaches by encouraging accusations, valid or otherwise, and creating an atmosphere in which accused coaches are considered guilty until proven innocent with no recourse to recover their reputations in the face of false allegations.”

Additionally, many respondents expressed that Safe Sport is something that the National Office is responsible for implementing and that the clubs are passive consumers of the program. Some comments to this effect included:

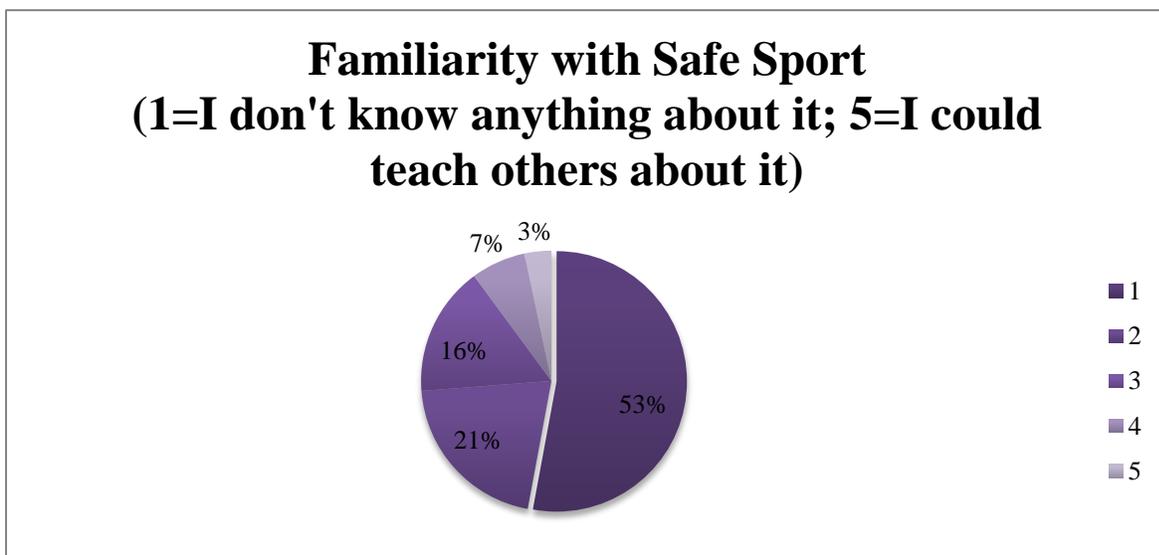
“Policies and procedures put in place by USA Swimming to protect both the athlete and coach by defining what is acceptable/unacceptable for everyone.”

“[Safe Sport is] USA Swimming’s program to protect athletes.”

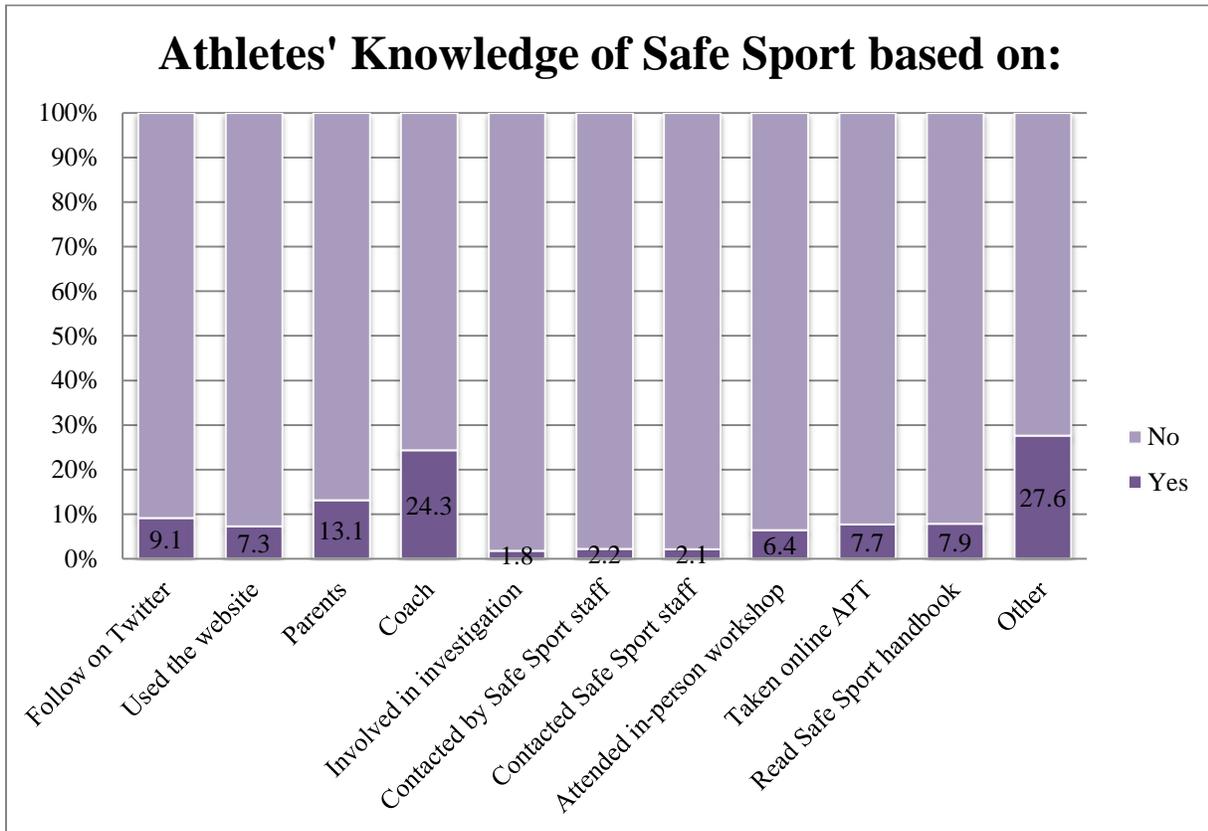
“It is a program to educate clubs and manage USA Swimming’s exposure to legal and public damages.”

Over half (53.5%) of athlete respondents reported that they do not know anything about Safe Sport, and only 3.6% of athlete respondents feel that they could teach other people about it. (see Figure 7) Of those who are familiar with the program, respondents reported that their knowledge is based on information provided by their coach or parent(s). However, less than 25% of athletes reported that their coach has talked with the team about Safe Sport. (see Figure 8) Other ways athletes reported receiving information about Safe Sport include the USAS Convention, a House of Delegates meeting, using Deck Pass, or talking about it with a friend (see Appendix 2).

**Figure 7. Athletes’ familiarity with Safe Sport**



**Figure 8. Basis for athletes' knowledge of Safe Sport**



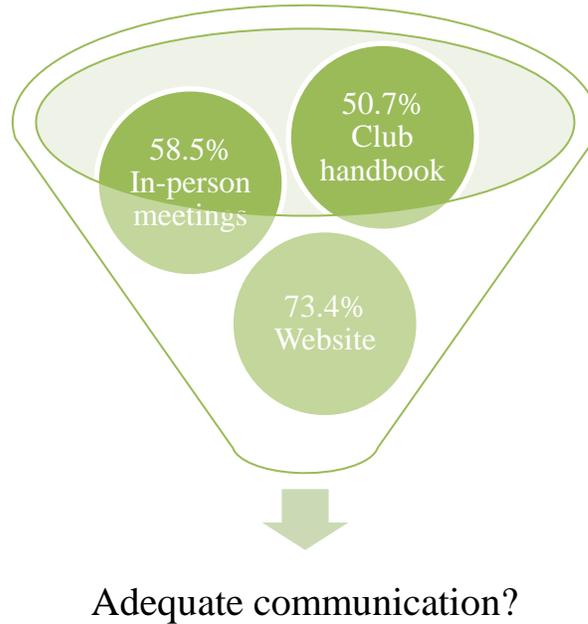
**Tools:**

Another component of Safe Sport is the tools that it provides to clubs and individuals, including model policies, reporting options, and training opportunities. Regular use of and reference to these tools is paramount to creating a culture of Safe Sport at the club level. Questions regarding the use of model policies and online trainings, as well as how the tools are communicated within the club, were asked to assess how much the tools provided are being used at the club level.

Coaches reported that the most common tools at their clubs included an athlete Code of Conduct (87.4%), a coach Code of Conduct (82.3%), and an electronic communications policy (78.0%). The least common policy was a locker room monitoring policy, with only 39.6% of coaches reporting that their club utilizes such a tool. Although an electronic communications policy, a travel policy, and an anti-bullying plan are all required parts of the Safe Sport program, not all coaches reported knowledge of these policies within their club.

Additionally, 156 coaches (or 20.3% of the sample) rarely or never communicate the club's policies to swimmers and parents. 58.5% of coaches reported using in-person meetings to communicate the policies, while 73.4% rely on the team website and 50.7% rely on the club handbook for others to learn that information (see Figure 9).

**Figure 9. Coach methods for communicating club policies**

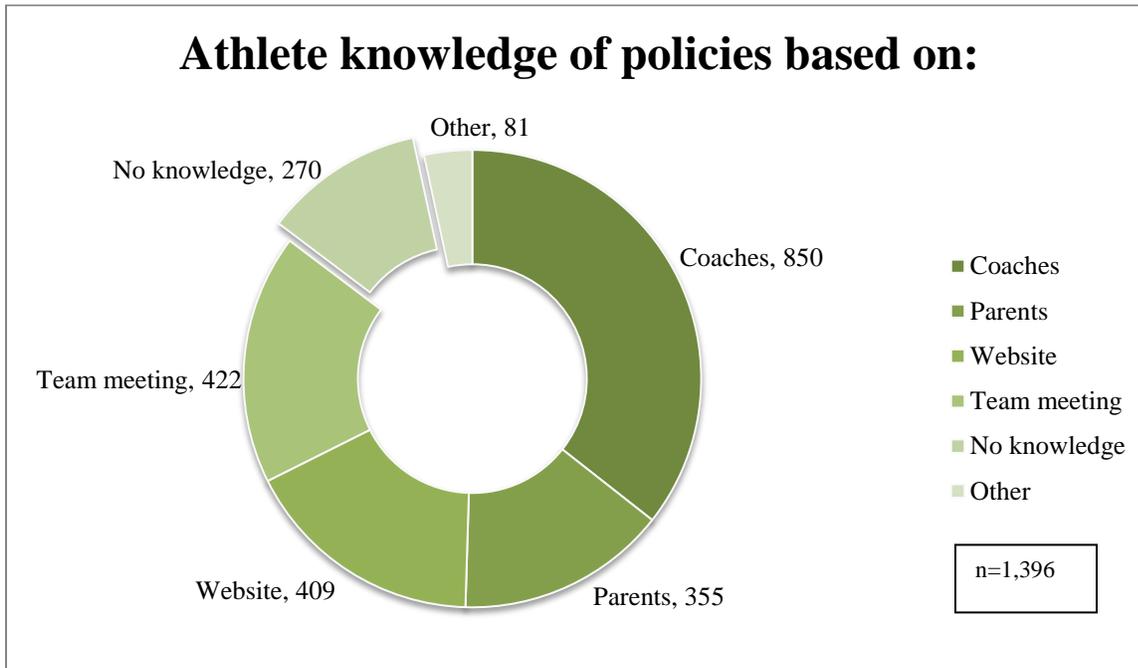


Athletes reported that the most common tool that they are aware of is their club’s athlete Code of Conduct, which 75.8% of athlete respondents reported knowledge of. 52.9% of athletes are aware of a team travel policy, and only 43.5% are aware of an electronic communication policy (see Figure 10). 55.3% of athlete respondents credited their knowledge of the policies to their coach, and almost 18% of athletes reported that they have no knowledge of these policies at their club (see Figure 11).

**Figure 10. Athlete awareness of club policies**



**Figure 11. Basis for athletes’ knowledge of club policies**



**Culture:**

Safe Sport’s goal is to create a positive team culture where boundary violations and Code of Conduct violations are so counter-culture that they stand out clearly, and individuals associated with the team are empowered to address or report such behaviors. Culture can be a nebulous thing to measure, however the survey contained items to rate positive and negative interpersonal interactions within the team.

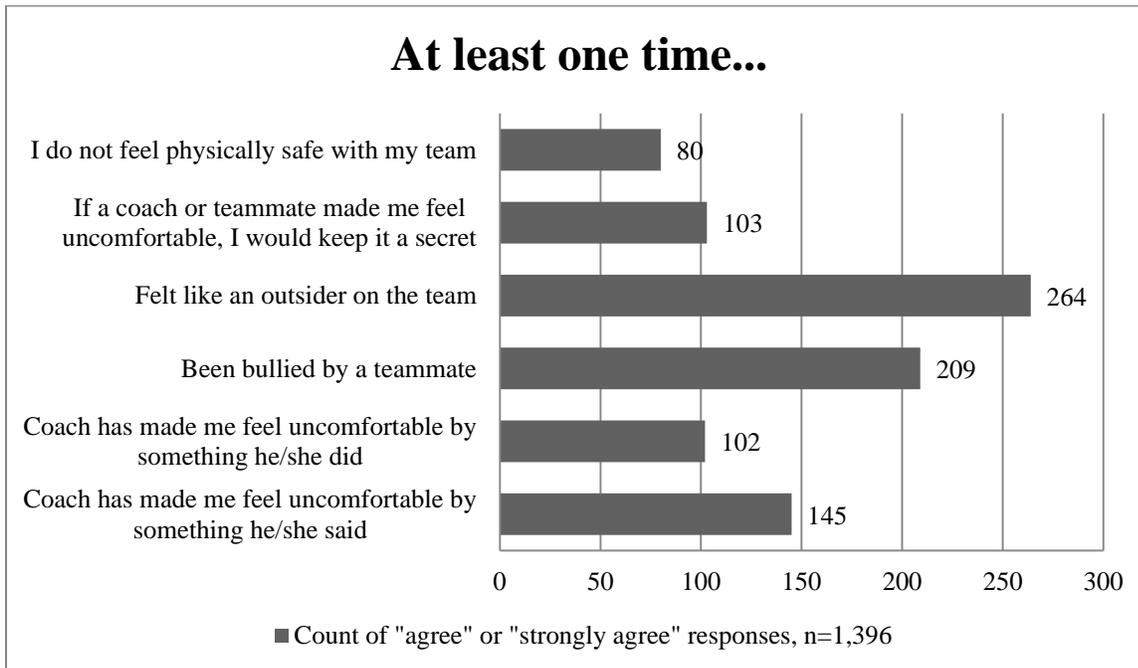
40.8% of coach respondents reported receiving complaints from parents occasionally, often, or very often. “Complaints from parents” is referring to any kind of complaint, with the understanding that a high volume of complaints from parents contribute to a negative team environment. 22.1% reported bullying between athletes occurring on their team, and 15.5% reported regular and disruptive conflict between athletes (see Figure 12). Over 90% of coaches agree or strongly agree that their teams respect them, that athletes feel comfortable bringing up a swimming-related concern, and that the parents respect the coach.

**Figure 12. Percentage of occasional, often, or very often occurrences**

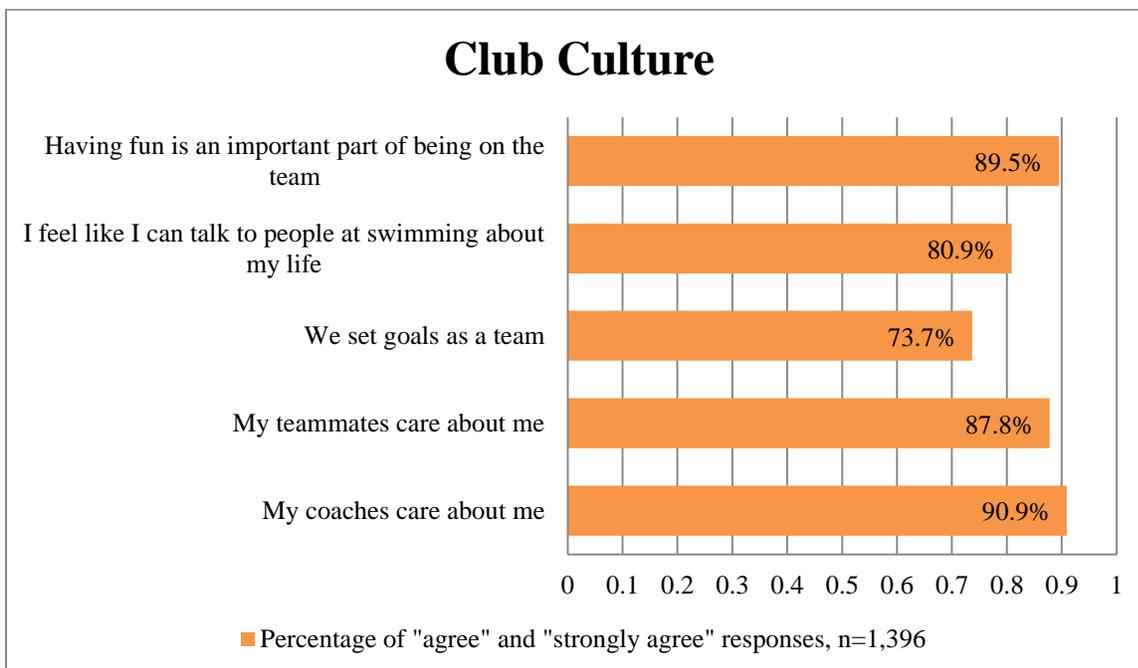


264 athlete respondents reported feeling like an outsider on their team at least once, and 209 athletes reported being bullied by a teammate. 145 athletes reported that the coach made him/her uncomfortable by something that s/he said (see Figure 13). More than 85% of athlete respondents agreed or strongly agreed with the statements that they feel that their coaches and teammates care about them and that having fun together is an important part of being on the team (see Figure 14).

**Figure 13. Athlete reports of negative team occurrences**



**Figure 14. Athlete reports of positive team elements**



## IV. DISCUSSION

### **Key Findings:**

The survey indicates that Safe Sport's impact at the local level is low. Coaches reported minimal awareness of and engagement with Safe Sport. Although the Athlete Protection Training is a required element of coaching certification, only 74.9% of coach respondents acknowledge that their knowledge of Safe Sport is based on it. Similarly, the three required club policies (electronic communication, travel, and anti-bullying) are only moderately implemented and/or acknowledged.

Additionally, coach respondents appear to be relying on passive methods of sharing Safe Sport's information, leaving it up to parents and athletes to search websites, read the handbook, or look at posted signs. With only 58% of coaches reporting holding in-person meetings regarding the Safe Sport policies, it is no wonder that 53% of athlete respondents know nothing of the program.

The athlete survey tells us that boundary violations and bullying happen within our sport. A total of 209 athlete respondents reported that they had been bullied by a teammate. 80 athletes do not feel physically safe at swimming. 83 athletes disagree or strongly disagree with the statement: "My teammates care about me." This is a problem. While these numbers may seem statistically insignificant, they show that bullying is not a one-time, isolated incident. A full 72.3% of coach respondents reported having the required team anti-bullying plan, however there may be additional tools needed for clubs to effectively prevent and respond to athlete-conflict or bullying incidents.

## V. CONCLUSION

The information gathered in this survey can help to inform the direction of the Safe Sport program in the future. Through the measurement of awareness, tools, and culture, the survey results point to four actionable items of focus:

1. Safe Sport should strive to be more visible with the mission and purpose of the program. The survey shows that there is a great lack of awareness and knowledge about the program. If Safe Sport is to become a key component of the USA Swimming experience, the program should make its presence known throughout all levels of membership.
2. Safe Sport should work to empower ownership of its message at the club level. The survey indicates that Safe Sport is perceived to be something driven by the National Office, when successful implementation of the program should be happening at the club level. Safe Sport must empower LSC and club leadership to engage local members in the effort.
3. Safe Sport should focus on developing new channels of communication with coaches and athletes through online modules, in-person opportunities, and feedback loops for individuals to learn about and promote the program. According to the survey, many individuals are unaware of Safe Sport or learned about it through word-of-mouth. While talking about Safe Sport with colleagues, teammates, and friends is a good thing, it should not be the default communication strategy.
4. Finally, Safe Sport should equip coaches with strategies and tools to use when talking with their teams about the program. The survey indicates that the available tools are underutilized, so even though the tools are available, coaches may need additional training to effectively implement them.

There are many other useful pieces of data from this survey effort that will help to inform project planning and low-stakes decision making in the year ahead.

**VI. APPENDIX 1**

Coaches were asked to respond to the following prompt:

In one or two sentences, please briefly describe your understanding of the Safe Sport program.

Safe Sport is an educational system for keeping our swimmers safer. Coaches, parents, and athletes have access to information concerning adult/child safer practices and peer to peer respectful behaviors and reporting of activities that are harmful or abusive or could lead to harm or abuse.
Safe Sport is designed to make athletes and parents aware of the signs of child sexual abuse and to give them ways to handle a possibly abusive situation.
Protect athletes and coaches and allow best possible experiences for all in a safe and comfortable environment.
Use common sense and put the athlete safety and security first.
Through education, resources, and training, this program helps each person of the swim club reduce misconduct in sport.
The Safe Sport program provides parameters to increase awareness of safety in all aspects, and keep athletes, coaches, and parents safe physically, mentally, and sexually.
The Safe Sport program is designed to train coaches on how to implement and communicate and practice safe strategies when coaching swimming. It is a form of athlete protection that holds all accountable for their actions.
My role is to understand and identify red flags regarding the overall safety of athletes. This ranges from inappropriate contact to bullying to pool and locker room conduct.
Program to make coaches aware of what is not considered appropriate behavior and to remind them of red flags that they might see when in contact with other teams. Covers bullying, texting, photography, athlete safety.
Designed to keep kids safe environment, hold coaches accountable for being positive role models with boundaries, and be a program of honor more than distinction.
I understand USA Swimming's stance, but in my opinion, it's a CYA policy stance.
A vehicle to make coaches aware of past abuses and their penalties.
It is there to keep the lawyers happy.
Some people associated with some clubs of renown made some poor life choices. USA Swimming got sued, and as part of the settlement we all have to go through an unnecessary number of background checks and put together formal policies for common sense situations.
USA Swimming's attempt to improve its public image after decades of actively destroying the lives of young children who they knew were being abused.
The main emphasis seems to be twofold: 1) how to identify a predator and 2) always be suspicious of people working with kids.
Training for voluntary coach adherence.

**VII. APPENDIX 2**

Athletes were asked to respond to the following prompt:

My knowledge of Safe Sport is based on the following: Other

USAS Convention workshops
I heard about it at the spring HOD.
I've done a few sessions on Deck Pass.
A teammate
Just heard at meets
Have seen friends' bag tags
Lifeguarding class reviewed Safe Sport
Facebook
<i>Splash</i> magazine
Seen on USA Swimming website
Discussed it with a friend
Article about club abuse prevention
I went to camp, and they had a meeting there.
Presentation during the athlete rep retreat
USA Swimming Twitter
Posters around the pool
Diversity Select Camp
Officials told swimmers at meet
Word of mouth

### **VIII. APPENDIX 3**

#### **Safe Sport Coaches' Survey**

Thank you for taking the USA Swimming Safe Sport Coaches' Survey. We value your insight and look forward to using the results of this survey in future programming. Please thoughtfully complete each question.

**1) How old are you?**

- 16-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+

**2) What is your role?**

- Head coach, paid
- Head coach, unpaid
- Assistant coach, paid
- Assistant coach, unpaid
- Other (please specify)

If you selected other, please specify

**3) How long have you been coaching swimming?**

**4) Please select your LSC.**

**5) How long have you been with your current swim club?**

**6) My club is...**

- coach owned
- nonprofit
- affiliated (e.g. with YMCA, park district, NCAA, municipal government)
- Other (please specify)

If you selected other, please specify

**7) How large is your swim club?**

- 1-50 swimmers

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- 51-100 swimmers
- 101-150 swimmers
- 151-200 swimmers
- 201-250 swimmers
- 251-500 swimmers
- 501-1000 swimmers
- 1001 or more

**8) How many coaches (full and part-time) are on staff at your swim club?**

**9) My swim club has the following:**

	Yes	No	I don't know
an electronic communications policy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
a travel policy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
an anti-bullying plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
a coach Code of Conduct	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
an athlete Code of Conduct	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
a parent Code of Conduct	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
a locker room monitoring policy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
a grievance reporting process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
a photography policy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
a uniform hiring procedure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**10) How often do you communicate the policies?**

- Never
- Rarely
- Occasionally
- Often
- Very often

**11) How do you communicate the club's policies to athletes and parents? (Select all that apply)**

- Club handbook
- In-person meetings
- Website
- Other (please specify)

If you selected other, please specify

**12) In one or two sentences, please briefly describe your understanding of the Safe Sport program.**

**13) To the best of my knowledge, Safe Sport generally involves... (Select all that apply)**

- sex
- healthy clubs
- policies
- athlete services
- violence
- education
- rules
- awareness
- on deck safety (running on the deck, lightning, etc.)
- bullying
- locker rooms
- texting
- online safety
- Other (please specify)

If you selected other, please specify \

**14) My knowledge of Safe Sport is based on the which of the following? (Select all that apply)**

- I have read the Safe Sport handbook.
- I have taken the online training.
- I have attended an in-person workshop.
- I have contacted Safe Sport staff.
- I have been contacted by Safe Sport staff.
- I have been involved in an investigation or case.
- I follow USA Swimming Safe Sport on Twitter.
- I have used the Safe Sport website as a resource.
- Other (please specify)

If you selected other, please specify \

**15) How well do you know the Safe Sport program? (1=I don't know anything about it; 5=I could teach others about it.)**

- 1
- 2
- 3
- 4
- 5

**16) Do you promote the Safe Sport parent training?**

- Yes
- No
- I didn't know there was one.

**17) Do you promote the Athlete Protection Training to athletes?**

- Yes
- No
- I didn't know there was one.

**18) Have you ever...**

	Yes	No	I can't remember.
contacted USA Swimming Safe Sport staff regarding an issue on your team?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
been contacted by USA Swimming Safe Sport staff regarding an issue on your team?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**19) How often have the following events occurred on your team?**

	Never	Rarely	Occasionally	Often	Very often
Bullying	<input type="checkbox"/>				
Regular and disruptive conflict between athletes	<input type="checkbox"/>				
Athlete reports of abuse	<input type="checkbox"/>				
Biased incidents (discrimination based on identity, e.g. racism, homophobia, gender-based discrimination, etc.)	<input type="checkbox"/>				
Parent complaints	<input type="checkbox"/>				

**20) Please rate your level of agreement with the following statements:**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
I feel like my team respects me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Athletes feel comfortable telling me if they have a swimming-related concern.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The athletes on my team make regular constructive suggestions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I know the athletes' parents well.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel like the parents respect me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have the support of the board.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I view criticism as an opportunity to grow.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Thank you for taking the time to provide USA Swimming Safe Sport with your valuable feedback! If you have questions regarding the use or results of this survey, please do not hesitate to contact us at (719) 866-3552.

## **IX. APPENDIX 4**

### **Safe Sport Athletes' Survey**

Thank you for taking the Safe Sport athlete survey! We value your feedback. This survey is intended to get some basic information about your experience as an athlete with USA Swimming. Please take the time to thoughtfully complete the questions.

**1) How old are you?**

- Younger than 12
- 12-14
- 15-17
- 18-20
- 21 or older

**2) What is your gender?**

- Male
- Female
- Other

**3) Select your LSC.**

**4) How many years have you been swimming on a USA Swimming team?**

- Less than 1 year
- 1-2 years
- 3-4 years
- 5-7 years
- 8-10 years
- 11+ years

**5) To the best of my understanding, Safe Sport is generally involved with... (check all that apply)**

- abuse prevention
- sex
- healthy teams
- policies
- athlete services
- violence
- education
- rules
- awareness
- bullying
- on deck safety (running on the deck, lightning, etc.)
- texting
- online safety
- locker rooms

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- I have never heard of Safe Sport
- Other (please specify)

If you selected other, please specify

**6) My knowledge of Safe Sport is based on which of the following? (check all that apply)**

- I have read the Safe Sport handbook.
- I have taken the online Athlete Protection Training.
- I attended an in-person workshop.
- I have contacted Safe Sport staff.
- I have been contacted by Safe Sport staff.
- I have been involved in an investigation or case.
- My coach has talked with our team about it.
- My parents have talked with me about it.
- I have used the Safe Sport website as a resource.
- I follow USA Swimming Safe Sport on Twitter.
- Other (please specify)

If you selected other, please specify

**7) Please rate how well you know the Safe Sport program on a scale of 1 to 5. (1=I don't know anything about it, 5=I could teach other people about it.)**

- 1
- 2
- 3
- 4
- 5

**8) My team has...**

	Yes	No	I don't know
an electronic communications policy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
a travel policy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
an anti-bullying plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
an athlete Code of Conduct	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
a locker room monitoring policy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
a photography policy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**9) Please rate your agreement with the following statements.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
My coach(es) care(s) about me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

My teammates care about me.	<input type="checkbox"/>				
We set goals as a team.	<input type="checkbox"/>				
I feel like I can talk to people at swimming about my life.	<input type="checkbox"/>				
I feel physically safe with my team.	<input type="checkbox"/>				
I feel emotionally supported by my swim team.	<input type="checkbox"/>				
Having fun together is an important part of being on the team.	<input type="checkbox"/>				
My coaches help me set practice and performance goals.	<input type="checkbox"/>				
My parents/guardians know my coaches.	<input type="checkbox"/>				

**10) Please rate your level of agreement with the following statements: At least one time...**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
my coach has made me feel uncomfortable by something that he/she did.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
my coach has made me feel uncomfortable by something that he/she said.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have been bullied by a teammate.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have felt like an outsider on my team.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have felt singled-out by the coach in a negative way.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have felt that I have to hide who I really am around my coaches or teammates.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
If a coach or teammate made me feel uncomfortable, I would keep it a secret.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**11) Sometimes I feel like the "queen bee" or "big man on campus" on my team.**

- Yes
- No

**12) On my team, I am the...**

- fastest swimmer
- middle-of-the-pack swimmer
- one of the slower swimmers

Thank you for your participation! If you have any questions about the survey, please do not hesitate to contact us at (719) 866-3552.