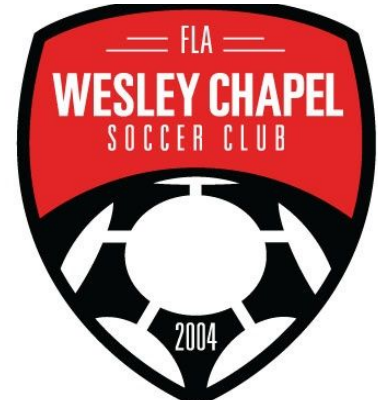


ANTI-BULLYING POLICY



STATEMENT OF INTENT

The Wesley Chapel Soccer Club is committed to providing a caring, friendly and safe environment for all of our members so they can participate in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our association. If bullying does occur, all athletes or parents should be able to confide in a coach / team manager / Soccer Committee member and know that any bullying incident will be dealt with promptly and effectively. We are a TELLING association. This means that anyone who knows that bullying is happening is expected to tell the coach, manager, or any committee member.

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Athletes who are bullying need to learn different ways of behaving. This association has a responsibility to respond promptly and effectively to issues of bullying. Bullying will not be tolerated.

SCOPE

This policy applies to any of all acts of bullying, physical or otherwise, involving members of the Wesley Chapel Soccer Club.

Grievances involving coach decisions on **play time, player position, or guest players** are out of scope for this document and should be dealt directly with each Coach and the Director of Coaching.

DEFINITIONS

BULLYING

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. It is done to intimidate, coerce, fear, control, embarrass or exclude.

Bullying can be:

- Emotional: being unfriendly, excluding (emotionally and physically), sending hurtful text messages, tormenting, (e.g. hiding cleats/clothing, intentionally knocking over water

bottles, threatening gestures, etc..)

- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments or taunts
- Homophobic: because of, or focussing on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing

Bullying may be:

- Planned or unintentional
- Individual or group action(s)
- Of an isolated or a continual nature
- Initiated by player, coach, or parent.

Intentionally lying and accusing another individual of bullying will also be investigated, with consequences similar to those identified in this document.

PLAYER ADVOCATE

The Player Advocate is a volunteer parent responsible for the

- investigation of all bullying allegation
- mediation between the parties involved
- documentation of the incident
- recommendation of measures to be taken to WCSC's Executive Board of Directors, and
- coordination of WCSC's response to the parties.

GRIEVANCE PANEL

- A Grievance Panel will be assembled at the discretion of the Player Advocate to help mediate and evaluate bullying cases
- The Panel will be led by the Player Advocate, include the DOC (in situation involving Competitive Teams), and will, whenever possible, include another volunteer from the club with experience in dealing with these situations, bullying in a school environment.
- Deliberations and notes taken by the Panel will remain confidential and only be made available to the Executive Board on a need-to-know basis.
- Members of the panel will recuse themselves if a player from their team is involved.

RECOMMENDED ACTION IF YOU ARE BULLIED

- You may try to deal with it yourself – but don't feel you have to, you will be supported

- Stay calm.
- Ignore it (use self talk and remember often those who bully are disguising their own problems)
- Walk away.
- Ask them to stop
- Identify a network of trusted adults or peers you can talk to, seek support from your network - it is good to let someone know what is happening.
- If this does not stop the bullying, persist!
- You may choose to confront the person
 - Stand up for yourself - let them know how it makes you feel.
 - Take a support person e.g. a friend, the captain of your team, the team manager, or an older athlete.
 - Tell them you don't like what they are doing and you want it to stop.
 - Tell them they are breaking the club's rules.
- You may seek help - you will be supported
 - Go to a coach, parent, another adult
 - Tell the adult everything.
 - Keep on telling until the bullying stops!

PROCEDURE

The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.

1. **Reporting of bullying activities will be kept confidential.**
2. Bullying reports between club players must be reported initially to the team's Coach. The Coach will try to resolve the issue within the team, with the players involved.
3. If the issue is between a player and his or her Coach, parents should try to have a conversation with the Coach. Coaches are required by the DOC to have periodic conversations with concerned parents, one on one or in group. **Please do not approach the Coach with a grievance in the 48 hours following a game or tournament.**
4. If the issue persists, or the players or parents are not satisfied with the results, the problem should be reported to the **Player Advocate**. The Player Advocate contact information can be found on our website, wesleychapelsc.com. If Player Advocate information is not available please contact the Soccer Director.
5. The Player Advocate will document all reported issues and inform the Executive Board of the outcome, with a recommendation.
6. **All notes taken by the Player Advocate and Grievance Panel will be kept confidential and need-to-know.**
7. If the Player Advocate deems appropriate, further intervention by the Grievance Panel will be coordinated by the Player Advocate. Involved parties will be informed and will be asked to come in to a meeting to discuss the problem. An attempt will be made to help

the bully (bullies) change their behaviour. If mediation fails and the bullying is seen to continue the association will initiate disciplinary action.

ENFORCEMENT

Athletes found to be bullying teammates or members of other teams/clubs may face consequences including but not limited to:

- Probation
- Restitution for any damage to property or personal possessions
- Temporary or permanent suspension during games and/or practice sessions
- Benching
- Expulsion from the Club

Any bullying **involving physical contact** will result in the immediate suspension of the aggressor for a minimum of one (1) week, until the Player Advocate is able to perform a preliminary investigation to determine if further measures are warranted. All alleged incidents involving physical bullying will be investigated thoroughly. However, due to the seriousness of the physical offense and possible consequences of the action, in order for the week suspension to occur either (a) the bully has to admit to the action, (b) aggression must have been witnessed, or (c) visible signs of the aggression must be apparent.

Any retaliation by athletes, or their parents, against someone who reports bullying will be dealt with very seriously.

Measures against coaches found guilty of bullying include but are not limited to:

- Suspension,
- Probationary period without pay, and/or
- Immediate dismissal from the club.

This decision will be made by the DOC with the recommendation from the Executive Board.

PREVENTION

1. Bullying discussion will be added to initial meeting with coaches.
2. Bullying policy will be added to the association's web page.
3. Bullying policy will be emailed to all parents at the beginning of each season.

Policy Changes

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| January 1st, 2013, v.1 | <ul style="list-style-type: none">• Original draft sent to Team Managers |
| January 1st, 2013, v2 | <ul style="list-style-type: none">• Added parents to list of potential bullies• Emphasized confidentiality of report on bully and bullied |
| February 1st, 2013, v.1 | <ul style="list-style-type: none">• Corrected grammatical error• Added wording on false report of bullying |
| May 22nd, 2014, v.1 | <ul style="list-style-type: none">• Formatting changes |
| May 9, 2018 | <ul style="list-style-type: none">• Corrected web site address• Added Director of Soccer if Player Advocate not available.• Added new club logo - Director of Coaching |