



ANTI-BULLYING POLICY

As part of our ongoing mission to provide all players with an environment where they have the freedom to express themselves openly and without fear we have a zero-tolerance policy related to bullying. Understanding that not every joke or instance of fooling around or horsing around is in fact bullying we will bear this in mind when evaluating reported or observed instances of bullying.

What is bullying

Bullying is conduct through words, deeds, gestures or actions that serve to intimidate, degrade, humiliate, insult or offend a teammate, clubmate or opponent. Bullying can take place face to face as well as over any means of electronic communication.

The Warning Signs

Most incidents of bullying go unreported. However, when reported an incident report must be completed and submitted immediately, following the incident report procedure. Parents, coaches, managers, team officials and all academy members should be on the look out for players that show what appear to be unwarranted changes in behaviour. Such as withdrawal, sudden mood swings, loss of love and enjoyment of the game, not wanting to socialize and be around teammates. These may not be because a player is being bullied but the possibility should be considered.

Reporting Procedure

1. Brought to the attention of the coach/director & administrator
2. Parent/Guardian made aware
3. Bullying incident is investigated completely
4. Strict confidence is adhered too to protect the privacy of all parties
5. Meeting with members of the Bolts High Performance Board of Directors for resolution

Possible Consequences of Confirmed Bullying

- 1)** Loss of training privileges, **2)** Loss of game privileges, **3)** Loss of travel privileges, **4)** Expulsion/Removal from program