

Edina Lacrosse Association Policy: Bullying Policy

Last Revised and Approved by the ELA Board: 6/14/17

The Edina Lacrosse Association (ELA) is an active participant in US Lacrosse. All Edina Lacrosse participants are required to be members in good standing with US Lacrosse. Therefore, all US Lacrosse behavioral policies, requirements, and rules also apply to Edina Lacrosse participants. The City of Edina Recreation and Bullying Policy and the Edina School District Policy on Bullying Prohibition (Policy 514) are also applicable for any and all Edina Lacrosse participants and activities occurring at any city park and/or city facilities or any school district premises/property.

This policy is intended to address prevention of and/or response to acts of bullying, intimidation, violence and other similar disruptive behaviors when respect and/or sportsmanship expectations are not met. The policy also applies to any participant whose conduct, at any time or in any place, constitutes bullying that interferes with or obstructs the mission or operations of Edina Lacrosse or the safety of the player, other players or coaches, opponents or administrators.

The Edina Lacrosse Board is committed to providing a caring, friendly and safe environment for all lacrosse participants so they can learn the game of lacrosse and the skills necessary to participate in the game in a fun, positive and secure atmosphere. Bullying of any kind is unacceptable and will not be tolerated at any practice, game or other ELA sanctioned event associated with our lacrosse program.

Any person involved in ELA (including players, coaches, team managers, age level coordinators, parents and volunteers) that has taken part directly or indirectly in bullying behavior will be subject to consequences per the policy below. All incidents of bullying will be referred to the ELA Board for further action.

Any incident of bullying should be immediately reported to a coach, team manager, age level coordinator, or any ELA Board member who will then ensure the complaint is investigated and addressed promptly and effectively.

It is the responsibility of everyone to stop bullying. If you are being bullied, or know of someone being bullied, you must tell your parents, Coach, Team Manager/Age Level Coordinator or a member of the ELA Board as soon as possible.

Definitions

Bullying behavior can include but is not limited to harassment and/or intimidation by means of any written, verbal or physical act, or any electronic communication. Whether a single incident or a series of incidents, any of these behaviors may yield hostile or intimidating environments, and/or may negatively affect a player's experience and/or performance. Not all joking or horseplay is bullying, but when the intent or effect is derogatory, painful or distressful, such behavior is bullying and will not be tolerated. Examples of bullying include but are not limited to:

- Emotional: being unfriendly, excluding or intentionally ignoring someone

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- Physical: pushing, kicking, hitting, punching, interfering with property, or any use of violence
- Racist: racial taunts, graffiti, gestures or other slurs
- Sexual: unwanted physical contact, sexually abusive comments, homophobic remarks, or focusing on the issue of sexuality
- Verbal: words or gestures to hurt or humiliate, such as name-calling, spreading rumors, teasing, taunting, tormenting, racial or other derogatory insults
- Cyber-bullying: technology-based or electronic communication via social networking sites, email, text messaging, chat room dialogue, video, photographic or other means

Objectives

Edina Lacrosse will provide written or electronic notice of this policy to all participants of the association. Written or electronic notice of the Policy will be provided to players and their parents or guardians as well as incorporated into the player registration process.

This policy shall be available on the Edina Lacrosse website. Anyone with general questions or concerns about harassment/bullying or this policy should address those to an age level coordinator or a board member.

All players, parents, Coaches and ELA Board members should have an understanding of what constitutes bullying. All coaches, team managers, age level coordinators and ELA board members should be familiarized with the policy and procedures each year. Coaches, team managers, and/or age level coordinators will discuss the important points of this policy each year during Parent/Coach Meetings. All players and parents should understand what they should do to report incidents involving bullying.

As an Association, we take bullying seriously. Players and parents should be assured that they will be supported when bullying is reported.

Procedures

Players and/or parents should report bullying incidents to the team coach, coaching director, team manager, age level coordinator or any ELA Board member. The ELA representative contacted will submit a written report within 24 hours outlining the reported bullying behavior to the ELA Executive Committee.

Upon receipt of a report of bullying, the ELA Executive Committee will conduct an investigation. The investigation is designed to understand all sides of the reported incident and generally will include: discussing the situation with all parties involved (players, coaches, parents, & other witnesses) to gain full understanding of the incident. Ideally, the investigation should start within three calendar days of report and will be completed in a thorough and respectful manner. In all cases, strict confidentiality will be maintained.

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Edina Lacrosse reserves the sole discretion to determine the scope and adequacy of the investigation. Anyone with questions about the investigation should direct those questions to the President.

Consequences

Retaliation against a bullying victim, a witness of bullying, a person who makes a good faith reporting of bullying, or who provides information during an investigation of bullying, is prohibited. Any such action may result in further disciplinary action.

Any participant who violates this policy will be subject to discipline at the sole discretion of the Edina Lacrosse Executive Committee upon determination of whether harassment and/or bullying have occurred and what the response/correction should be.

Depending on the severity of the circumstances, the disciplinary steps & consequences for violation of this policy could include, but are not limited to: discussion amongst parties involved, warnings, coach-led discipline, in-game suspension, program suspension and/or, in the most extreme of violations, expulsion from participation in Edina Lacrosse.