BAHA ANTI-BULLYING POLICY

To deter and mitigate bullying within the Association, the following is the BAHA Anti-Bullying Policy:

- Emphasize team building and creating a "family" atmosphere. This reduces the chances that bullying will occur and create a cohesive team experience that will benefit everyone.

- Let staff, parents and coaches know that if they witness bullying or any other inappropriate behavior, whether the target is their child or not, you expect it to be reported immediately.

- Sometimes actions by older players seem harmless, but remember that behavior by older players can have a power unbalance, can be intentionally hurtful and repeated and this may be bullying behavior. Please observe.

- Sometimes a player being bullied may be trying to ignore or avoid confrontation, so they do not complain or might even laugh it off. Just because the player does not appear bothered by the treatment does not mean the behavior is acceptable.

- If you think a player is being bullied, talk to the player and tell them what you have noticed. Provide specific details (hanging out alone, missing articles of equipment, level of play has decreased, interest in the game has decreased), then listen to the player. Discuss concerns with the player's parents and the Association's SafeSport Liaison and SafeSport Grievance Discipline Chair located on the BAHA website.

- **Enforce a zero-tolerance policy regarding bullying, hazing and any similar behaviors.**

- **As a coach, you can often quickly defuse a situation by acting quickly and helping correct the misbehavior.**

- If you need to make a report about bullying, you can do so to the Executive Director or usahockey.com/safesport.