



Anti-Bullying Policy

Woolwich Youth Soccer is committed to providing a safe, friendly, caring, and harassment free sport environment for all participants. Bullying of any kind is unacceptable and will not be tolerated.

1.0 What is Bullying?

Bullying is the severe or repeated use of oral, written, electronic or other technological expression, image, sound, data or intelligence of any nature (regardless of the method of transmission), or a physical act or gesture, or any combination thereof, directed at another individual that to a reasonably objective person has the effect of:

- Causing physical or emotional harm to the other person or damage to his/her's property or reputation
- Placing the other person in reasonable fear of harm to himself/herself or of damage to his/her property
- Creating a hostile environment for the other person at any soccer activity
- Infringing on the rights of the other person at any soccer activity
- Materially and substantially disrupting the orderly operation of any soccer activity Bullying can be emotional or physical, planned or unintentional, and done through individual or group action(s).

2.0 Incident Procedures

A "Supervising Person" refers to the coach, manager, convenor, or Board member present to whom any bullying incident is reported to. Any incident involving bullying or harassment should be reported to a Supervising Person as soon as possible.

1. The children involved in the incident should be separated
2. If there are any medical or mental health needs, they should be addressed immediately
3. The Supervising Person will gather information on the incident from multiple sources, both children and adults to accurately assess the facts of the incident
 - a. Do not act accusatory
 - b. Do not refer to the incident as bullying until you know the facts
 - c. "Who started it" may not be relevant and does not excuse bullying
4. The Supervising Person will inform the parents/guardians of the children involved about the incident
5. Steps should be taken to resolve the incident:
 - a. Ask the bullied child(ren) what can be done to make them feel safe
 - b. Ensure that the child(ren) engaged in bullying understand that what they did is bullying and why their behavior was unacceptable
 - c. Show children that bullying is taken seriously
 - d. Understand why the bullying occurred/what led to it occurring
6. Steps should be taken to make amends.
7. A report of the incident should be submitted to the Woolwich Youth Soccer Club board (submit to woolwichyouthsc@gmail.com to keep on record)
8. Follow up; bullying may not end overnight and could require consistent support
9. If the bullying behavior does not stop, the Woolwich Youth Soccer Club Board will determine further disciplinary action such as player expulsion
10. If it is deemed necessary, the police may be consulted

3.0 Recommended Actions for Resolution

Possible ways to resolve a bullying incident include:

1. A genuine apology to affected parties
2. Writing an apology letter to the affected parties

- 3. Performing a good deed towards the affected parties
- 4. A meeting between Woolwich Youth Soccer Board members and the children’s parents to discuss ways to resolve the conflict

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Effective Date	Last Revised Date	Review Cycle	Next Review Date
October 14, 2025			October 28, 2025