



Carleton Place Soccer Club Inc.

Box 85, Carleton Place, Ontario K7C 3P3
(613) 257-8618
www.cpsoccer.ca



Policy #11-2013

Zero Tolerance Policy

ZERO TOLERANCE for Abusive Behavior

It is the policy of the Carleton Place Soccer Club to strive to protect its employees, board members, volunteers, coaches, and players from intimidating, demeaning or abusive behavior that is contrary to positive encounters or a healthy environment.

As a result, action will be taken for any abusive encounter not conducive to treating people with courtesy, dignity and respect.

Those who feel that they have been subjected to any abusive behavior or who witness behavior they are uncomfortable dealing with directly, are requested to report the incident immediately to one of the following:

- Club President
- Any Board Member

All incidents will be promptly investigated. Based upon the results, appropriate action may be taken. Anyone interested in anonymously reporting an incident he/she either experienced or witnessed, may email the following information to the Club President.

- Location of incident
- Detailed description of incident
- Names of individuals involved
- When incident took place

If anyone experiences abusive behavior from members, or other persons, report the incident directly to one of the persons listed above. Nothing in this policy precludes the club or the club's board of directors from taking more serious action if the particular incident warrants such.

Harmful, Damaging Behaviors to be Avoided:


- Disrespectful treatment
- Raised voices, yelling, angry verbalizations, angry gestures, foul language
- Intimidation, coercing
- Lack of support, discounting
- Put downs in front of members and staff
- Insults, destructive criticisms, name calling
- Unwanted touching, getting too personal verbally

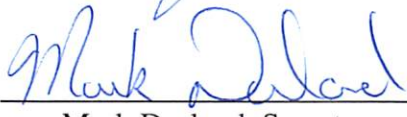
Healthy, Productive Behaviors to be Modeled:

- Show respect through valuing people and various opinions
- Honor differences
- Courteous behaviors and attitude
- Communicate by listening without interrupting
- Maintain objectivity
- Seek to understand others' viewpoints

Policy Voted/Accepted at the Board of Director's meeting:

March 19th 2013

Policy Signed by:  on March 19th 2013
Bradley Simpson, President Date

Policy Signed by:  on 19 MAR 13
Mark Dorland, Secretary Date