



TillsonburgFC Anti-Bullying Policy

Policy # 09
Approval Date: 2023-11-06
Application: TillsonburgFC Directors, Coaches, Officials, Volunteers, Players

Purpose

The purpose of the TillsonburgFC Anti-Bullying Policy is to demonstrate that the Club is committed to providing a caring, friendly and safe environment for all of our members so they can participate in soccer in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, all children and parents should be able to openly communicate the situation and know that any and all incidents will be dealt with promptly and effectively. We are an open club. This means that anyone who knows bullying is suspected or happening is expected to notify the club immediately.

1. Policy Objectives

- 1.1. Bullying will not be tolerated.
- 1.2. All players, coaching staff members and parents of TillsonburgFC should have an understanding of what bullying is.
- 1.3. All coaching staff members should know what the club policy is on bullying, and follow it when bullying is reported.
- 1.4. All players should know what the club policy is on bullying and what they should do if bullying occurs or is suspected.
- 1.5. TillsonburgFC takes bullying seriously. Players and parents should be assured that they will be supported when bullying is reported.

2. WHAT IS BULLYING

- 2.1. Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.
- 2.2. Bullying consists of three basic types of abuse - emotional, verbal and physical bullying can be and does include:
 - 2.2.1. Verbal bullying including derogatory comments, lies, false rumors, teasing, ridicule and bad names.
 - 2.2.2. Emotional bullying includes being unfriendly, sending hurtful or tormenting messages via social media forms.
 - 2.2.3. Bullying through social exclusion of isolation, being ignored and/or left out.
 - 2.2.4. Physical bullying includes pushing, kicking, hitting, punching or any other use of violence.
 - 2.2.5. Being attacked because of their religion, race, color, gender or sexuality including but not limited to taunts, graffiti, gestures, etc.
 - 2.2.6. Sexually unwanted physical contact as sexually abusive comments.
 - 2.2.7. Misuse of associated technology such as unwanted camera and video usage and social networking exposure.



3. SIGNS AND INDICATORS

- 3.1. Players may indicate they are being bullied by signs or behavior. Adults should be aware of these possible signs and investigate if:
 - 3.1.1. A player says he or she is being bullied
 - 3.1.2. Is afraid or unwilling to go to training, practice or games
 - 3.1.3. Becomes withdrawn, anxious, or lacking in confidence
 - 3.1.4. Feels ill before practices/training sessions
 - 3.1.5. Is nervous and/or jumpy when a message is received (eg. Text, social network)
 - 3.1.6. Comes home with clothes torn or training equipment damages
 - 3.1.7. Asks for money or starts stealing money (to pay the bully)
 - 3.1.8. Has unexplained cuts or bruises
 - 3.1.9. Is frightened to say what's wrong
 - 3.1.10. Gives improbable excuses for any of the above
 - 3.1.11. Cry themselves to sleep or night or has nightmares
 - 3.1.12. Becomes aggressive, disruptive or unreasonable
 - 3.1.13. Is bullying other children or siblings
 - 3.1.14. Stops eating
 - 3.1.15. Attempts suicide, runs away or hurts themselves deliberately (self-harm)

4. PROCEDURES

- 4.1. Immediately report the bullying incidents/behavior to the TillsonburgFC President.
- 4.2. The club will take every concern seriously, investigate the issue and report back in a timely manner
- 4.3. In serious cases, parents may be asked to come in to discuss the problem
- 4.4. If necessary and appropriate, the police will be consulted.
- 4.5. If bullying is found, it will be stopped immediately by removal of the individual(s) who is(are) bullying from the club until as suitable process has been met through club policy.
- 4.6. A record will be kept on the incident(s), investigation and any action(s) taken
- 4.7. The individuals at minimum will be placed on probationary period with the club of no less than six (6) months.