

## Policy #160 B - Bullying

<b>APPROVED:</b> December 11, 2017	<b>REVIEWED:</b> November, 2017
<b>NEXT REVIEW:</b>	November, 2018
<b>RESPONSIBILITY:</b>	Discipline Committee
<b>APPENDICES:</b>	
<b>CROSS-REFERENCE:</b>	City of Grande Prairie Municipal Bylaws Hockey Canada Bylaws

### **POLICY STATEMENT:**

GPMHA strives to provide a positive experience for all its members and team officials on and off the ice. Bullying, cyber bullying, harassment and abuse in GPMHA will not be tolerated.

### **PURPOSE:**

To provide a fun, harassment free environment for all participants. Addressing issues related to Bullying in a timely and effective manner is the key to achieving the objectives of the GPMHA Mission Statement.

### **SCOPE:**

While it is beyond the scope of this document to describe all instances and subtleties of Bullying, this document does serve to provide an overview of the issues and the recommended procedure for addressing them. All players, officials, parents, coaches and team staff are responsible.

### **DEFINITIONS:**

Bullying is defined by the combined use of aggression and power. It occurs when one or more individuals abuse power and direct verbal, physical or social aggression at another individual as a repeated event over a period of time.

#### ***Cyber-Bullying:***

The use of email, cell phones text messages internet sites and social media to threaten, harass, embarrass, humiliate, socially exclude or damage another person's reputations and friendships.

#### ***Physical:***

Hitting, shoving, kicking, spitting, grabbing or beating others, damaging, stealing, hiding or defacing another person's property.

#### ***Verbal:***

Name calling, mocking, hurtful teasing, humiliating or threatening someone, racist comments or sexual harassment.

#### ***Social:***

Rolling your eyes or turning away from someone, excluding others from the group, gossiping or spreading rumours, setting others up to look foolish, or damaging friendships.

#### ***Racial:***

Treating someone badly because of their racial or ethnic background, saying bad things about a cultural background, calling someone racist names and telling racist jokes.

***Religious:***

Treating someone badly because of their religious background or belief, calling someone names or telling jokes based on his or her religious beliefs.

***SEXUAL:***

Leaving someone out or treating them badly because they are a boy or a girl, making someone feel uncomfortable because of their gender or sexual orientation, making sexist comments or jokes, touching, pinching or grabbing someone in a sexual way, making crude comments about someone's sexual behaviour, spreading sexual rumour about someone or calling someone gay, fag, lesbian or similar names.

**PROCEDURE/GUIDELINES:**

- Where appropriate, report all incidents following the GPMHA incident reporting procedures.
- All information will be treated in strict confidence.
- All incidents will be addressed in a timely manner.

Information will be gathered from sources pertaining to the incident and reviewed by GPMHA.

All formal complaints will be reviewed by GPMHA Game and Conduct Committee and ruled on by the Board of Directors.

In the case of abuse, legal responsibility to report it to the proper authorities (Alberta Child and Family Services)

Note: Should there be a need for RCMP involvement, all information will be passed to the local authorities.