



## **Anti-Bullying Policy**

### **PURPOSE**

To prevent acts of bullying and create a positive environment for all youth involved in Didsbury Minor Soccer on and off the field.

### **POLICY**

#### **Definition**

Bullying is defined as unwanted, aggressive behavior among children and youth that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time.

#### **Environment and Impact**

Children who are bullied and who bully others may have serious, lasting injuries to their physical and mental health. A safe and inclusive learning environment in our club is critical for our players to achieve success. Parents and players must be confident in knowing that DMSA programs are free from harassment, violence, intolerance and intimidation, all of which are forms of bullying.

DMSA aims to make all of our players and coaches aware of the risks of bullying, in order to cooperate in precluding and eliminating bullying. DMSA aims to properly educate our coaches about bullying so that they are aware of it and can mentor players on this issue.

#### **Code of Conduct**

Soccer Canada's Code of Conduct and DMSA's Code of Conduct to Protect Children describe the positive behaviors expected of the club's players, coaches, officials, parents, and guardians. Along with our Code of Conduct, we expect all DMSA players to adhere to this Anti-Bully Policy.

#### **Coach Education**

All DMSA volunteers and coaches are provided with our Anti-Bullying Policy. Our coaches are trained on how to be more aware about bullying and so they can reiterate that awareness to their players. We expect our coaches to employ preventative measures so that bullying is not an issue for any player.

#### **Procedure**

If cases of player bullying do arise, the following protocol will be followed:

1. Report any suspected bullying incidents to the coach, manager, coordinator or representative of the DMSA Board of Directors.
2. Any coach, manager, or coordinator who is aware of a suspected bullying incident must immediately report it to DMSA Board of Directors.
3. Parents will be informed of the suspected incident and will be asked to meet to discuss the problem.
4. If necessary and appropriate, police may be consulted.
5. The bullying behaviour and/or threats of bullying shall be investigated and the bullying stopped as quickly as possible.
6. An attempt will be made to help the bully (bullies) change their behaviour.
7. If mediation fails, and the bullying is seen to continue, the club will initiate disciplinary action.

### **Recommended Actions for Resolution**

If DMSA coaches decide it is appropriate for the players/parties involved to deal with the situation directly they should follow a procedure including:

8. Reconciliation of the incident(s) by getting the players/parties together. It may be that a genuine apology solves the problem.
9. If this fails or is not appropriate, the coach(es) of the team should meet with the parent and child alleging bullying to get details of the allegation. Minutes should be taken for clarity.
10. The coach(es) should meet with the alleged bully and parent(s) and put the incident raised to them to answer questions and provide their view of the allegation. Minutes should again be taken.
11. The coach(es) should talk to anyone else that may have been involved to gather additional information. Minutes should be taken.
12. If bullying has in their view taken place, the athletes who have perpetrated the bullying behavior should be warned and put on notice of further action. Consideration should be given as to whether a reconciliation meeting between the parties is appropriate at this time.
13. All other coaches involved with both athletes should be made aware of the concerns and the outcome of the warning.