



Anti-Bullying Policy

Statement of Intent

The Chatham Ringette Association is committed to providing a caring, friendly, and safe environment for all our members so they can participate in sport in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable in our association.

If bullying does occur, all association members should be able to tell and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to tell an executive of the Chatham Ringette Association.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumors, teasing
- Cyber All areas of internet, such as email & internet chat room misuse

Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video
Facilities

Objectives of this Policy

All association members, coaches and volunteers and parents should have an understanding of what bullying is.

All members, coaches and volunteers should know what the club policy is on bullying and follow it when bullying is reported.

As an association we take bullying seriously. Players and parents should be assured that they will be supported when bullying is reported.

Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behavior that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- does not want to go to Ringette anymore
- changes their usual routine
- becomes withdrawn, anxious or lacking confidence -cries about coming to Ringette
- begins to perform poorly
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- starts bullying other children or siblings
- is frightened to say what is wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous or jumpy when a cyber message is received

These signs and symptoms could indicate other problems and is not exhaustive, but bullying should be considered a possibility and be investigated.

Procedure

1. Report the bullying incident to the Chatham Ringette Player Representative, a coach, or an adult you can trust.
2. If the concern is not initially brought forward to a board member, it is up to the adult to bring forward the concern to the Player Representative to ensure an executive is aware of the situation.
3. Families and/or players will attempt to resolve the issues independently, without seeking the involvement of board members.
4. If the executive decides that it is appropriate for them to deal with the situation they should do so quickly.
5. If necessary and appropriate, police and/or other agency ie. CAS will be contacted.
6. Reconciliation by getting parties together. It may be that a genuine apology solves the problem.
7. If this fails, executive will meet with the parent and child alleging bullying to get details of the incident. Minutes should be taken for clarity, which should be agreed by all as a true account. This communication may be in person, virtual or through email.
8. The same executive members will meet with the alleged bully and parent and put the incident raised to them to answer and give their point of view of the allegation. Minutes should be taken and agreed upon. This communication may be in person, virtual or through email.
9. If bullying has, in their view, taken place the individual should be warned and put on notice of further action, ie. Temporary or permanent suspension if bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
10. All coaches involved with both individuals should be made aware of the concerns and outcomes of the process i.e. the warning.

Outcomes

1. The bully or bullies may be asked to genuinely apologize.
2. If possible, players will be reconciled.
3. In serious cases, suspension or even expulsion will be considered.
4. After the incident/s have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.