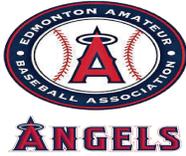




Zone 6 Edmonton Expos



Zone 6 Edmonton Expos Anti-Bullying & Reporting Policy

Our Organizational Standard

The Zone 6 Edmonton Expos is an organization that strives to provide a safe environment for our athletes to train, compete, and belong. We strive to optimize the development of our players both as people and as players (“Better Person Better Player”).

Bullying is counter productive to our mandate, creating an unsafe environment for our players and takes away from the passion and love for the game that we are trying to instill in our players. **Bullying is not allowed**—at practices, games, tournaments, team events, or online team spaces (group chats, DMs, social media).

In order to ensure an optimal environment for personal and player development, the Expos organization has instituted a formal Anti-bullying & Reporting Policy and educational resource. Additionally, a new **Parent Safe Sport Lead (PSSL)** position will be created for each team. The PSSL will be the initial contact point for any concerns brought forward regarding bullying. The PSSL will work in conjunction with the Parent Liaison, coaches and Off-Field Manager to ensure that any concerns about bullying are addressed immediately. Additionally, the PSSL will report any bullying concerns to the **Board Member Safe Sport Liaison** who will oversee and provide additional support.

It is an Expos organizational expectation that this information is reviewed with each player by the player’s Parent(s)/Guardian and by the coaches before the first practice to ensure that the message is received and consistently applied across the Expos organization. Each coach, player and parent/guardian are required to read, sign and return the Anti-bullying and Reporting Acknowledgement form to the PSSL (or head coach if the PSSL has not yet been designated) .

No player shall be allowed to play in a game until this document is turned in.



What Counts as Bullying

Bullying is repeated (or severe) behavior meant to embarrass, threaten, exclude, or control someone. Examples include:

- **Verbal:** insults, slurs, mocking, targeted “chirping”
- **Social:** exclusion, rumors, group pile-ons
- **Physical:** intimidation, shoving, damaging gear
- **Cyber:** harassment in chats/DMs, posts, sharing screenshots to shame
- **Hazing:** “initiations,” forced tasks, humiliating pranks
- **Retaliation:** targeting someone for reporting or supporting a report

Conflict happens. If it feels unsafe, repeated, targeted, or humiliating—report it.

Expectations

Players

- Treat teammates, opponents, umpires, and staff with respect.
- If it’s safe, say: **“Stop. That’s not okay.”** Or say, **“Stop. That’s not the Expos way.”**
- Get an adult and **report early**.
- Don’t “like,” forward, or repost harmful content. **Save evidence instead.**

Coaches

- Stop bullying immediately if seen or reported.
- Report concerns to the Parent Safe Sport Lead (do not “handle it quietly” if serious).
- Never promise secrecy—promise safety and action.

Parents/Guardians

- Encourage your player to report early.
- **Do not confront other players directly.** Report to the club so it’s handled safely. • Save screenshots/messages with dates/times.



Reporting Bullying Form (Structured Process)

1) **If there is immediate danger:** Call emergency services or facility staff first, then notify the club.

2) **Primary reporting contacts (all reports go here)**

Option A) Parent Safe Sport Lead (PSSL): _____

Phone#: _____

Email: _____

Option B) Parent Liaison: _____

Phone#: _____

Email: _____

Option C) Head Coach _____

Phone #: _____

Email: _____

Option D: Expos Safe Sport Board Member: Rob Daloise

Phone/Text: **780-951-9232**

Email: **robdaloise@me.com**

If the report involves a coach: report directly to the **Safe Sport Board Member (Rob Daloise)** or the **Parent Safe Sport Lead (PSSL)**.

3) **How players can report**

- Talk to any coach and ask for help contacting the Safe Sport Lead, OR • Text/email the Safe Sport Lead directly, OR
- Provide a written report (message/email is fine)

4) **How parents can report**

- Text/email the Safe Sport Lead directly, OR
- Call and request a check-in, OR
- Provide a written report (message/email is fine)

Include in the report (players or parents):

Who was involved?

What happened (facts/words/actions)?

When/where?

Witnesses?

Screenshots/messages?

What the Zone 6 Edmonton Expos Will Do

- **Acknowledge:** receipt within **24–48 hours** and explain next steps.
- **Safety first:** temporary steps may include increased supervision, separating players, and adjusting logistics (without blaming the person targeted).
- **Review & document:** gather information, review evidence, and document findings. • **Respond:** actions depend on severity/pattern and may include intervention, behavior contract, loss of privileges, suspension, or removal (serious/repeated cases). • **Follow-up:** check-in within **1–2 weeks** to confirm the issue has stopped and **no retaliation** is occurring.

Zero Retaliation & Privacy

Retaliation for reporting or supporting someone who reported bullying is a serious violation and may result in suspension or removal. Information is shared only with those who need to know to keep athletes safe and address the issue.

Quick Player Script

- “Stop. That’s not okay.”
- “Stop. That’s not the Expos way.”
- “Coach, I need to report something.”
- “I saved the messages so you can see them.”



Zone 6 Edmonton Expos

Anti-Bullying & Reporting Acknowledgement Form

This form confirms that the player, parent(s)/guardian(s), and coach have reviewed the Zone 6 Edmonton Expos Anti-Bullying & Reporting Policy and understand the expectations and reporting process.

Player Information

Player Name: _____ Age: _____

Team / Division: _____ Season (Year): _____

Coach Name: _____ Jersey # (optional): _____

Acknowledgement

- I have received and reviewed the Zone 6 Edmonton Expos Anti-Bullying & Reporting Policy (including expectations for players, coaches, and parents/guardians).
- I understand what bullying can look like (verbal, social, physical, cyber, hazing) and that bullying is not allowed at any team activity or in online team spaces.
- I understand how to report bullying concerns (player or parent/guardian) and that retaliation for reporting or supporting a report is prohibited.
- I agree to do my part to help create a safe, respectful baseball environment and to follow directions from coaches and the organization when concerns are raised.

Questions about the Safe Sport Program can be directed to:

Expos Safe Sport Board Member Director: ROB DALOISE

Phone/Text: 780-951-9232

Email: robdaloise@me.com

Signatures

By signing below, we acknowledge and agree to the commitments above.

1. Player Name: _____ Date: _____

Player Signature: _____

2. Parent/Guardian Name: _____ Date: _____

Parent/Guardian Signature: _____

3. (If applicable)

Parent/Guardian Name: _____ Date: _____

Parent/Guardian Signature: _____

4. Head Coach Name: _____ Date: _____

Head Coach Signature: _____

Return this signed form to the team as directed (e.g. Parent Safe Sport Lead or Head Coach) before your next session.