



Gander Revolution Football Club (GRFC)

5 Penney Ave, Gander, NL, A1V 1W5

ganderrevolution@gmail.com



Anti Bullying Policy

Statement of Intent

The Gander Revolution Football 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, coaches 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 that bullying is suspected or happening is expected to notify the club immediately.

The intention of this policy is to clarify that:

- Bullying will not be tolerated.
- All players, coaches and managers and parents of the Gander Revolution Football Club should have an understanding of what bullying is.
- All managers and coaching staff should know what the club policy is on bullying, and follow it when bullying is reported.
- All players should know what the club policy is on bullying and what they should do if bullying occurs or is suspected.
- As a club we take bullying seriously. Players and parents should be assured that they will be supported when bullying is reported.

What is Bullying?

- Bullying is the repeated use of aggression with the intention of hurting another person.
- Bullying results in pain and distress to the victim.
- Bullying consists of three basic types of abuse; Bullying can be and does include:
 1. Verbal and body language based bullying; Including, but not limited to derogatory comments, lies, false rumors, teasing, ridicule and bad names, sexually abusive comments, taunts and gestures.
 2. Emotional bullying; Including, but not limited to being unfriendly, sending hurtful or tormenting messages via social media forms, social exclusion, isolation, being ignored and being left out. Being the target of unwanted camera and video recording and social networking exposure.
 3. Physical bullying; Including, but not limited to pushing, kicking, hitting, punching or any other use of violence, sexually unwanted physical contact



Gander Revolution Football Club (GRFC)

5 Penney Ave, Gander, NL, A1V 1W5

ganderrevolution@gmail.com



Signs and Indicators

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

- Says he or she is being bullied
- Is afraid or unwilling to go training, practice or games
- Becomes withdrawn, anxious, lacking in confidence or behaving differently than usual
- Feels ill before training sessions
- Is nervous and /or jumpy when a message is received (e.g. text, IM, phone, social network)
- Comes home with clothes torn or training equipment damaged
- Asks for money or starts stealing money (to pay the bully)
- Has unexplained cuts or bruises
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above

In some more severe situations, other indicators can include a person:

- Crying them-selves to sleep at night or having nightmares
- Becoming aggressive, disruptive or unreasonable
- Bullying other people, children or siblings
- Stopping eating
- Attempting suicide, runs away or hurts themselves deliberately(self harm)

* These signs and behaviors may indicate other problems, but bullying should be considered a possibility and should be investigated.

Why Do Players Sometimes Bully Other Players?

People might bully because:

- They may not have been taught that any form of bullying is unacceptable behavior and will not be condoned by the GRFC.
- They think it is fun or funny
- They are lacking in their own self confidence
- They are copying older siblings, friends, parents or even club staff
- They are encouraged to bully by friends
- They themselves have been a victim of bullying
- They have been taught to fear, or have become fearful of people that look or behave differently, and people that have different religions, race or color, gender or sexuality



Gander Revolution Football Club (GRFC)

5 Penney Ave, Gander, NL, A1V 1W5

ganderrevolution@gmail.com



As a Coach or Manager, What Can You Do if You Think Somebody Is Being Bullied?

- Ask the person directly
- Take any incidents of bullying that they tell you about seriously
- Talk calmly with the person about their experiences. Make note of what the person says
- Reassure the person that they have done the right thing by telling you
- Understand that the person may need to change aspects of their behavior
- Do not encourage the person to retaliate
- Contact the GRFC Executive immediately

What will happen when you suspect, hear of, or witness bullying?

1. The person suspecting, hearing of, or witnessing bullying will Immediately report the bullying incidents/behavior to the GRFC Exec member
2. The club will take every concern seriously, investigate the issue and report back to the reporting person in a timely manner
3. In serious cases, parents (if appropriate) may be asked to come in to discuss the problem.
4. If necessary and appropriate, the police will be consulted.
5. If bullying is found, it will be stopped immediately by removal of the person(s) who is bullying from the Club until a suitable process has been met through club policy.
6. A record will be kept on the incident(s), investigation and any action(s) taken
7. The bully (bullies) will be placed on probationary period with the club of no less than six (6) months