



## Halifax Dunbrack Soccer Club

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### ANTI-BULLYING

#### POLICY STATEMENT

*Halifax Dunbrack Soccer Club* (HDSC) is committed to providing a caring, friendly, and safe environment for all members, so they can participate in soccer in a safe and secure atmosphere. Bullying of any kind is not tolerated at HDSC. If bullying does occur, all children and parents should be able to openly communicate the situation. All incidents will be dealt with promptly and effectively. Anyone who knows that bullying is suspected or happening is expected to notify the club immediately.

#### PURPOSE

For the purpose of this policy, Bullying is defined as the 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 - emotional, verbal, and physical. It includes any inappropriate conduct or comment by a person towards a Member that the person knew or reasonably ought to have known would cause the Member to be humiliated or intimidated, but does not include any reasonable action taken by or on behalf of HDSC relating to the management and direction of Members.

*Bullying* can be and does include:

- Verbal bullying including derogatory comments, lies, false rumors, teasing, ridicule, and bad names.
- Emotional bullying includes being unfriendly, sending hurtful or tormenting messages via social media forms.
- Bullying through social exclusion or isolation, being ignored and or left out
- Physical bullying includes pushing, kicking, hitting, punching or any other use of violence
- Being attacked because of their religion, race or color, gender or sexuality including but not limited to taunts, graffiti, gestures etc.
- Sexually unwanted physical contact or sexually abusive comments
- Misuse of associated technology such as unwanted camera and video usage and social networking exposure

#### SIGNS AND INDICATORS

A player 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:

- Says he or she is being bullied
- Is afraid or unwilling to go to training, practice, or games
- Becomes withdrawn anxious, or lacking in confidence
- 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



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- 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:
  - Cry them-selves to sleep at night or has nightmares
  - Becomes aggressive, disruptive, or unreasonable
  - Is bullying other children or siblings
  - Stops eating
  - Attempts suicide, runs away or hurts themselves deliberately (self harm)

### WHY IS THIS POLICY IMPORTANT?

Bullying is offensive, degrading, threatening and prohibited by law. In its most extreme forms, conduct amounting Bullying may constitute an offense under the Criminal Code of Canada. Conduct amounting to Bullying is unacceptable and will not be tolerated by HDSC. This Policy applies during the course of all HDSC business, activities and events. It also applies to conduct outside of HDSC business, activities and events when such misconduct involves Members of HDSC. HDSC recognizes that Bullying can occur in a variety of situations and forums, including, but not limited to:

- at on-field soccer events (i.e., competitions, practices, matches and tournaments);
- at off-field soccer functions (i.e., meetings, conferences, training sessions and workshops);
- at soccer related social functions;
- during soccer/work-related travel;
- through any form of communication device/system (i.e., telephone, email, fax, text message, social media)

### PROCEDURE

#### *If you suspect Bullying:*

- Immediately report any bullying incidents/behavior to HDSC. A complaint can be communicated verbally, initially, to a HDSC official or employee but must be followed up in writing.
- Complete an [Incident Report](#) (available on the Club website) and submit it to the Executive Director.
- HDSC and Board Committees will take every concern seriously, investigate the issue and report back to you in a timely manner.
- In serious cases, parents of players may be asked to come in to discuss the problem.
- If necessary and appropriate, the police will be consulted.
- If bullying is found, it will be stopped immediately by removal of the player (s) who is bullying from HDSC until a suitable process has been met through HDSC policy.
- A record will be kept on the incident(s), investigation and any action(s) taken
- The bully (bullies) will be placed on probationary period with HDSC of no less than six (6) months



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### ***Directions for coaches/managers noticed that a player is being bullied:***

- Ask the player directly
- Take any incidents of bullying that they tell you about seriously
- Talk calmly with the player about their experiences
- Make note of what the player says
- Reassure the player that they have done the right thing by telling you
- Understand that your player may need to change aspects of their behavior
- Never approach another parent directly
- Do not encourage your player to retaliate
- File an Incident Report and report it to the Club Administrator.

### ***Confidentiality***

HDSC understands that it can be extremely difficult to come forward with a complaint such as Bullying and that it can be devastating to be wrongfully accused of such misconduct. HDSC recognizes the interests of both alleged victims and alleged harassers in keeping the matter confidential. Accordingly, all those participating in the complaint process must respect its confidentiality and shall not disclose any information regarding the complaint, except as required in order to administer this Policy or as required by law.