



# Halifax City Soccer Club Anti-Bullying and Discrimination Policy

## Purpose

Halifax City Soccer Club (HCSC) is committed to providing a safe, inclusive, and respectful environment for all members. Bullying and discrimination of any kind are strictly prohibited, and this policy outlines the club's commitment to addressing and preventing such behavior while supporting those affected.

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## 1. Definitions

### 1.1 Bullying

Bullying is intentional, repeated, and harmful behavior aimed at intimidating, humiliating, or excluding someone. It can be physical, verbal, or psychological and may include:

- Name-calling, mocking, or spreading rumors.
- Intimidation or threats.
- Social exclusion or isolation.
- Physical aggression or harassment.

### 1.2 Discrimination

Discrimination involves unfair treatment of individuals based on their characteristics, including but not limited to:

- Race, ethnicity, or nationality.
  - Gender, gender identity, or sexual orientation.
  - Religion or belief.
  - Age, physical ability, or socioeconomic status.
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## 2. Scope of Policy



This policy applies to all members of the HCSC community, including players, coaches, parents, volunteers, and spectators. It governs behavior during practices, games, tournaments, and all club-sanctioned events.

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### 3. Policy Objectives

1. To create a safe, welcoming, and inclusive environment for everyone involved with HCSC.
  2. To prevent bullying and discrimination through education and awareness.
  3. To provide a clear process for reporting, investigating, and resolving incidents of bullying and discrimination.
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### 4. Expectations for Behavior

#### 4.1 For Players

- Treat teammates, opponents, coaches, and officials with respect.
- Support and include all team members.
- Refrain from any form of bullying, teasing, or discriminatory behavior.

#### 4.2 For Coaches and Team Officials

- Model respectful and inclusive behavior at all times.
- Actively promote team unity and discourage exclusionary behavior.
- Address bullying and discrimination promptly and appropriately.

#### 4.3 For Parents and Spectators

- Encourage sportsmanship and respect for all participants.
  - Refrain from engaging in or supporting discriminatory or bullying behavior.
  - Report concerns to club officials in a respectful manner.
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### 5. Reporting and Response Process

#### 5.1 Reporting an Incident

1. **Who Can Report:** Any member of the HCSC community can report incidents of bullying or discrimination.

## 2. How to Report:

- Submit a written or verbal report to the Director of Operations.
  - Include details such as the date, time, location, individuals involved, and description of the behavior.
3. **Confidentiality:** Reports will be handled with sensitivity and confidentiality to protect all parties involved.

## 5.2 Investigation Process

### 1. Initial Review:

- The Director of Operations will review the report within 48 hours to determine next steps.

### 2. Investigation:

- Conduct interviews with the involved parties and witnesses.
- Gather relevant evidence and documentation.

### 3. Conflict of Interest:

- If the Director of Operations has a conflict of interest, the Board of Directors will oversee the investigation.

## 5.3 Resolution

- Depending on the findings, appropriate actions may include:
    - Mediation or restorative practices.
    - Verbal or written warnings.
    - Suspension or expulsion from the club for severe or repeated offenses.
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## 6. Preventative Measures

### 6.1 Education and Awareness

- Host workshops and training sessions for players, coaches, and parents on recognizing and addressing bullying and discrimination.
- Provide resources and guidelines for fostering an inclusive team culture.

### 6.2 Clear Communication

- Share this policy with all members during registration and at the start of each season.
- Display the policy prominently on the HCSC website and at club facilities.

### 6.3 Team Building

- Encourage activities that promote teamwork, respect, and understanding among players.
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## **7. Support for Affected Individuals**

### **1. Emotional Support:**

- Provide access to counseling resources or external support organizations if needed.

### **2. Intervention:**

- Take immediate steps to stop ongoing bullying or discrimination and ensure the safety of affected individuals.

### **3. Follow-Up:**

- Regularly check in with affected individuals to monitor their well-being and satisfaction with the resolution process.
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## **8. Accountability and Enforcement**

All members of the HCSC community are responsible for upholding this policy. The club leadership will monitor its effectiveness and ensure that all reports are addressed promptly and fairly.

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## **9. Policy Review**

This policy will be reviewed annually by the Board of Directors to ensure its continued relevance and effectiveness. Updates will be communicated to all members.

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## **10. Conclusion**

Halifax City Soccer Club is committed to maintaining a positive and respectful environment where all members can enjoy the game of soccer free from bullying and discrimination. By working together, we can create a community built on respect, inclusion, and mutual support.