



Anti-Bullying Policy

Effective Date: Feb 2026

Kootenay East Soccer Association (KESA) has adhered to this Anti-Bullying Policy to help guide and protect the children that participate in our activities as players, referees, coaches or in any other capacity. Bullying can be defined as intentional hurtful and aggressive behaviour that makes others feel uncomfortable, scared or upset, and it is the responsibility of the club, our staff and volunteers to create a safe, free of bullying soccer environment.

**Resources below were provided by the Government of British Columbia*

IMPORTANCE OF AN ANTI-BULLYING POLICY

According to the data provided by the Provincial Government, 1 in 3 Canadian teens say they've been bullied recently and almost half of Canadian parents say their kid has been bullied at some point.

A person who shows bullying behaviour usually picks on another person's culture, disability, ethnicity, gender identity, looks, religion, or sexual orientation - children who identify as lesbian, gay, bisexual, trans-identified, two-spirited, queer or questioning (LGBTQ) are discriminated against three times more than heterosexual students.

The effects of bullying can be traumatic and long-lasting, affecting even adulthood by causing extended psychological harm.

DEFINING BULLYING

It's important to know the difference between bullying and single acts of aggression or conflict. Not all mean or rude behaviour or conflict is bullying. Understanding the difference helps when it comes to knowing how to intervene.

Bullying is a persistent pattern of unwelcome or aggressive behaviour that hurts others physically and/or emotionally. For a situation to be considered bullying, three indicators are usually present:

- **Power** – children who bully acquire their power through physical size and strength, by status within the peer group, and by recruiting support of the group.
- **Frequency** – bullying is not a random act. It is this factor that brings about the anticipatory terror in the mind of the child being bullied that can be so detrimental and have the most debilitating long-term effects.
- **Intent to harm** – children who bully generally do so with the intent to either physically or emotionally harm the other child.

A person who shows bullying behaviour says or does something intentionally hurtful to others and they keep doing it, with no sense of regret or remorse – even when it's obvious that they've hurt a person or when they're asked to stop.

TYPES OF BULLYING

- **Physical** – hitting, kicking, tripping, pinching, pushing, damaging property.
- **Verbal** – name-calling, insulting others, teasing, intimidating others, making homophobic or racist comments, verbal abuse.
- **Social and emotional (or relational)** – Doing things to harm someone else's reputation or make them feel embarrassed or humiliated by lying, spreading rumours, making mean gestures or jokes, excluding someone.
- **Cyber** – teasing or humiliating a person online using social media, cruel websites (e.g. posting photos of others on rating websites), video games, instant message or texting. Cyberbullying is constantly evolving and changing with new technology and it can reach a child even in the privacy of their own home.

SIGNS THAT A CHILD IS BEING BULLIED

Kids who are being bullied by others will often display a change in behaviour or emotions, like:

- Not wanting to go to school or participate in extra-curricular activities.
- Anxious, fearful or over-reactive.
- Having low self-esteem and making negative comments about themselves or a former friend
- Regular complaints of stomachaches, headaches, and other physical symptoms without any particular cause.
- Less interest in school or soccer.
- Injuries, bruising, damaged clothing, or broken items.
- Unhappy and irritable.
- Trouble sleeping, nightmares, bedwetting.
- Frequently crying.
- Threatens to hurt themselves or others.
- Significant changes in social life (i.e. no one is calling or inviting them out).

SIGNS THAT A CHILD IS ENGAGING IN BULLYING BEHAVIOUR

Kids who exhibit bullying behaviour may show signs that they are using power aggressively, such as:

- Little concern for the feelings of others.
- Aggressive with siblings, parents, teachers, friends and animals.
- Bossy and manipulative to get their own way.
- Coming home with unexplained objects or extra money.
- Secretive about possessions, activities or where they've been.
- Easily frustrated and quickly angered.
- Believe aggression is an acceptable way to resolve conflicts.
- Abuse others physically or verbally.
- Get into fights and blame others for starting them.
- Have a need to dominate others.
- Have two or three friends who are also aggressive.
- Hang out with increasingly younger children.
- Quick to interpret accidents or neutral events as deliberate hostile acts.

BULLYING REPORTING PROCEDURE

There is no express time limit for initiating a complaint, but every effort should be made to quickly bring a complaint to the attention of KESA or a KESA representative in order to stop the bullying behaviour as soon as possible, and in order to make sure that memories are fresh so that behaviour can be accurately recalled.

Parents/Guardians, players, coaches, managers and executive all have a responsibility to ensure that KESA activities are safe, respectful environments and free from all forms of bullying, and that codes of conduct are adhered to.

If bullying behaviour is observed or experienced, the following procedures are to be followed:

- A report of bullying can be made by a parent/guardian, player, coach, manager, Technical Director, KESA executive or match official.
- A report of bullying can be made to a coach, manager, Technical Director or Vice-President/Discipline Chair.
- All reports will be written down and submitted, by the individual receiving the report, to the Vice-President/Discipline Chair.
- All written reports are to include information on who was involved in the reported incident(s), any witnesses, incident specifics, duration and frequency, and proposed or completed conflict resolution procedure.
- Depending on the nature of the report, all involved players, and their respective parents/guardians, will be notified of the report and notified of the proposed conflict resolution procedure.
- If necessary, police will be consulted.

BULLYING CONFLICT RESOLUTION

The following conflict resolution procedure(s) will be following for every report of bullying:

- a) The individual who receives the report may implement a conflict resolution plan as soon as possible. This may include:
 - a. Assessing the situation and attempting reconciliation between the bullied individual and the bully, where appropriate and safe to do so;
 - b. Notifying parents/guardian of all parties, when youth are involved;
 - c. Submit a written report, of the reported incident, and reconciliation steps taken, to the Vice-President/Discipline Chair.
- b) If the individual who receives the report chooses not to implement a conflict resolution plan, a written report of the incident will be forwarded to the Vice-President/Discipline Chair:
 - a. The Vice-President/Discipline Chair will appoint two club liaisons (a club liaison could be the Vice-President/Discipline Chair, a coach, manager, Technical Director or other KESA executive member) to meet with involved parties (together or independently) as well as any other individuals who may have been involved;
 - b. Based on the findings of the meeting with the two club liaisons, an action plan may be created which could include, but not be limited to:
 - i. Involved individuals could be given a warning;

- ii. Parents/guardians of involved parties could be requested to attend and be present at all times for practices and games, as applicable;
 - iii. Restructuring of practices and games;
 - iv. Formal disciplinary procedure as outlined in KESA's Discipline Policy
- c. Minutes will be taken of all meetings and action plans will be in writing, and filed with KESA.
- c) All applicable KESA representatives will be informed of the situation, so they are equipped to handle related issues as they may arise.

BC SOCCER ALIGNMENT

All KESA policies must align with BC Soccer's Bylaws, Rules & Regulations, and applicable Policies and procedures.

-End-