



Morinville Minor Soccer Club

TITLE: Harassment, Abuse, and Bullying

POLICY # 8

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Version No.	Effective Date	Significant Changes
1	July 8, 2020	None

1.0 Purpose

It is the policy Morinville Minor Soccer Club (MMSC) does not tolerate or condone any degree of harassment, abuse or bullying by anyone associated with MMSC. It is the responsibility of MMSC, its staff and its Board of Directors, Its Members and Team Officials; Coaches, Assistant Coaches, Bench Parents/Guardians, Referees, Parents/Guardians of Players, Registered Players and any Volunteers associated with MMSC, to take the steps to safeguard and to promote a harassment, abusive and bully free sport environment. MMSC is committed to investigating reported incidents of harassment, abuse and bullying in a prompt, objective, and sensitive manner, taking necessary corrective action.

2.0 Terms

Harassment: Aggressive pressure or intimidation condescending, patronizing, unwelcome comments or actions

Abuse: Speak in an insulting and offensive way to or about someone physical, verbal, non-verbal, relational and reactive disregard to person's gender, race, and/or social position

Bullying: The act of intimidating a person to make them do something, use of superior strength or influence

3.0 Policy

3.1 Harassment, abuse and bullying is any behavior, verbal, nonverbal or sexual that causes another to feel intimidated, offended, embarrassed and/or humiliated. Harassment denies the dignity and respect of individuals. It is not an accepted behavior towards anyone of the MMSC be they athlete, coach, volunteer or parent.

3.2 The following is a non-exhaustive list of examples of harassment:

- Unwelcomed jokes, innuendo or teasing about a person's body, looks, race, sexual orientation, etc.
- Condescending, patronizing, threatening or punishing actions which undermine self-esteem.
- Practical jokes which cause awkwardness or embarrassment, or may endanger a person's safety.
- Degrading or inappropriate hazing rituals.
- Unwanted or unnecessary physical contact including touching, patting, pinching, etc.

3.3 Specific to 'bullying' which is similar to harassment in that it is defined as hurtful interpersonal mistreatment of a person.

It can be broken down into four types:

- Physical (hit or kick; take or damage personal property)
- Relational (try to cut off victims from social connection by convincing others to exclude or reject a certain person)
- Reactive (engage in bullying as well as provoke bullies to attack by taunting them)
- Verbal (name calling; insults; constant teasing)

3.4 The following is a non-exhaustive list of examples of tactics used by bullies to control their targets:

- Unwarranted yelling and screaming directed at the victim
 - Continually criticizing the victim's abilities
 - Repeated insults or put downs of the victim
 - Repeated threats to remove or restrict opportunities or privileges
 - Threats of and actual physical violence
- Guidelines for Coaches
- Coaches have the duty and responsibility to establish and maintain an athletic environment free of harassment, abuse and bullying of or between athletes.
 - Coaches have a duty and responsibility to take seriously all incidents or complaints of harassment, abuse and bullying.
 - Coaches will have the opportunity to pursue training and educational experiences that enhance coaches' understanding of issues surrounding harassment, abuse and bullying.

4.0 Guidelines for Athletes

4.1 An athlete should be encouraged to immediately report an incident he/she believes is a form of harassment, abuse or bullying either by a coach or teammate.

4.2 An athlete should feel free of any reprisals as a result of reporting harassment, abuse or bullying.

4.3 Athletes should feel confident that a report of harassment, abuse or bullying will be listened to carefully and taken seriously.

4.4 Athletes being harassed, abused or bullied will be supported and assistance given to uphold their right to play in a safe environment which allows their development as an athlete and individual. Procedures for parents/guardians, Coaches and Board Members

4.5 Parents/guardians should report bullying incidents to the team coach or manager first, and then contact the Director for age group, then MMSC President or Vice President in the event the situation is not being addressed to their level of need. If necessary and appropriate, police may be consulted.

4.6 In all cases of reported bullying, parents/guardians of the player who was bullied shall be informed immediately and may be asked to meet with the respective team coach and/or MMSC Executive Committee to discuss the incident. In all cases, strict confidentiality shall be maintained. It is not our goal to make a public example of reported incidents.

4.7 The bullying behavior or threats of bullying must be investigated, and the bullying stopped immediately. The parents/guardians of any player who is reported to be bullying will be contacted immediately by the respective team coach, manager, or MMSC Board of Directors for and asked to meet to discuss the incident to help the offending individual to change their behavior. Depending on the severity of the situation, the parents/guardians may be asked to meet with representatives of the MMSC Executive Board.

5.0 Consequences of Bullying

5.1 In a first offense situation involving bullying, an attempt will be made to encourage the offending individual to modify their behavior for their benefit, for the benefit of the person bullied and other team members. An attempt will be made by the coach, manager to those involved to reconcile the situation between the players (age and level of maturity and or severity of offense must be considered). Other consequences or disciplinary alternatives to stop the bullying may also be considered by the MMSC Executive Board once reported by the parent/guardian, coach or manager.

5.2 If the bullying persists, disciplinary action against a player may be taken by the team coach and/or MMSC Executive Board which may include, but is not limited to, immediate suspension from participation in practices or game(s) for a period of time. The MMSC Executive Board reserves the right to suspend or otherwise discipline any player for bullying in addition to any action taken by the coach. In severe cases, the MMSC Executive Board reserves the right to

prohibit further participation in the soccer program by any player deemed to be involved in the bullying of other players.

5.3 After the incident/incidents have been investigated and addressed, the situation will continue to be monitored by the respective team coach, team manager and players' parents/guardians to ensure repeated bullying does not occur.

6.0 Consequences of Harassment and Abuse

6.1 In a first offense situation involving Harassment, a warning will be given to the accused to modify their behavior for their benefit, for the benefit of the person being harassed. An attempt will be made by the coach, manager to those involved to reconcile the situation between the players (age and level of maturity and or severity of offense must be considered). Other consequences or disciplinary alternatives to stop the harassment may also be considered by the MMSC Executive Board once reported by the parent, coach or manager.

6.2 If the harassment persists, disciplinary action against the member may be taken by the team coach and/or MMSC Executive Board which may include, but is not limited to, immediate suspension from participation in practices or game(s) for a period of time, if not completely. The MMSC Executive Board reserves the right to suspend or otherwise discipline any member for harassment. In severe cases, the MMSC Executive Board reserves the right to prohibit further participation in the soccer program by any member deemed to be involved in the harassment of another member.

7.0 Consequences of Abuse

7.1 In a first offense situation involving abuse, a warning will be given to the accused to modify their behavior for their benefit, for the benefit of the person being abused. An attempt will be made by the coach, manager, to reconcile the situation between the players (age and level of maturity and or severity of offense must be considered). Other consequences or disciplinary alternatives to stop the abuse may also be considered by the MMSC Executive Board once reported by the parent, coach, manager or member.

7.2 If the abuse persists, disciplinary action against the member may be taken by the team coach and/or MMSC Executive Board which may include, but is not limited to, immediate suspension from participation in practices or game(s) for a period of time, if not completely. The MMSC Executive Board reserves the right to suspend or otherwise discipline any member for abuse. In severe cases, the MMSC Executive Board reserves the right to prohibit further participation in the soccer program by any member deemed to be involved in the abuse of another member.