



North East United Soccer Club  
P. O Box 1005  
Torbay, NL  
[neuscsoccer@outlook.com](mailto:neuscsoccer@outlook.com)



### **Anti-Harassment Policy**

Adopted on: October 16, 2022

Approved by: NEUSC Board of Directors

Last Updated: October 16, 2022

#### **INTENT**

NEUSC is committed to the principles of equality, fairness, respect and tolerance among all persons regardless of race, nationality, gender, sexual orientation or any other personal attribute.

We strive to create a safe environment for all individuals that are part of our soccer community and promotes relationships based on mutual respect, co-operation and understanding.

We are a strong supporter of making sport safe for our youth. We support zero tolerance as it relates to all forms of abuse: verbal, physical, emotional, and sexual. This zero-tolerance policy applies to:

- All members of the Club Board of Directors
- All coaches
- All managers
- All players
- All parents/family members/guardians/caregivers
- All referees
- All volunteers

#### **DEFINITIONS OF ABUSE**

1. **Verbal Abuse** – Verbal abuse includes remarks that are rude or threatening in nature and that tend to demoralize or demean another person. Words that degrade another person constitute a form of verbal abuse. Verbal abuse includes racial or ethnic insults.
2. **Physical Abuse** – Physical abuse refers to inappropriate behaviour such as punching, pushing, slapping, kicking, spitting or pinching another individual.
3. **Emotional Abuse** – Emotional abuse signifies the lack of sensitivity on the part of anyone associated with NEUSC towards another individual. In particular, officials (Board members, coaches, and managers) should be aware of the power that is inherent in such positions and strive for sensitivity in dealing with individuals in positions of supervision (players, club staff, volunteers) and with parents. Emotional abuse includes racial, physical or ethnic insults.
4. **Sexual Abuse** – Sexual abuse shall be defined as:



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- a. sexual intercourse or other forms of physical sexual relations between at least one individual associated with the Club and another person where the activity is not consensual
  - b. any and all sexual intercourse or other forms of sexual relations with a minor
  - c. touching of a sexual nature and
  - d. behaviour or remarks of a sexual nature

### Reporting Procedure

1. Immediately report the harassment incidents/behavior using the form below to any member of the NEUSC Board of Directors for review by the NEUSC Board of Directors. All information will be discussed in strict confidence.
2. The club will take every concern seriously, investigate the issue and report back in a timely manner.
3. In serious cases, parents may be asked to come in to discuss the problem.
4. All complaints of abuse *may* be reported to police with or without the consent of the victim or, in the case of a minor, a parent/guardian.
5. If harassment is found, it will be stopped immediately by removal of the person(s) who is allegedly harassing from the program.
6. A record will be kept on file of the incident(s), investigation and any action(s) taken.
7. The person(s) will be placed on a probationary period.



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## NEUSC Harassment Incident Form

All the information below must be completed & is strictly confidential.

Name: \_\_\_\_\_

Parent(s)\_\_\_ Volunteer\_\_\_ Player\_\_\_ Witness\_\_\_

### Circumstances surrounding the Incident(s)

Name of the coach:	
Age group of team:	
Time(s) of the incident(s):	
Date(s):	
Name of all persons involved:	
Location(s) where the alleged incident(s) would have taken place:	
Names of any Witness's:	

STATEMENT - (please provide a detailed description of the inappropriate behavior or conduct):

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