

OKOTOKS RAIDERS LACROSSE ASSOCIATION

CODE OF CONDUCT





CODE OF CONDUCT - BULLYING PREVENTION

Everyone has a right to feel safe, included and respected in their sporting organization.

Bullying is a societal problem which impacts an individual's well-being in all areas of life such as school, work, sport, and home. In the sporting world, bullying sometimes hides behind the disguise of teamwork and normalized behaviour, so it's often difficult to pinpoint. Whether it is exhibited by athletes, parents/caregivers, coaches or staff members, disrespectful behaviour has become a growing concern in our arenas, gyms, swimming pools, rinks and on our playing fields.

The Okotoks Raiders Lacrosse Association (Raiders) will not tolerate disrespectful or bullying behaviour of any kind. All athletes, caregivers, coaches and associated members are expected to display a positive attitude, respectful behaviour, and support all members of this organization whether at practices, games, tournaments, team events or on social media. Furthermore, we expect that all members will act as positive ambassadors of our organization at all times both in person and online. To ensure that a culture of bullying does not exist with the Raiders, it is expected that all members will read, understand and abide by the following Code of Conduct - Bullying Prevention.

Due to the pervasiveness of bullying in sports, the Raiders take a no-nonsense approach to all bullying behaviour and ALL members will be held accountable for their behaviour.



DEFINITION OF BULLYING

REPETITIVE	POWER IMBALANCE	INTENTIONAL
Targeting an individual or group with repetitive, negative actions	When one person has more power over others and those being targeted feel they are unable to defend themselves	When the perpetrator/ aggressor is deliberately targeting someone and aware of the negative impact of their actions

TYPES OF BULLYING:

Physical Bullying: When an action causes physical harm to someone's body, disrespects their personal space, or damages/disrespects someone's property. Examples: Physical Contact: Punching, kicking, scratching, spitting. Non-Contact: Breaking, damaging, hiding or stealing someone's equipment or belongings, the use of physical punishment like making someone hold an uncomfortable position for a long time

Social & Relational Bullying: Any behaviour that can damage an individual's status/relationships within a group. Examples: intentional exclusion of an individual or group, spreading rumors and gossiping.

Verbal Bullying: Using words to hurt, harass, or scare another individual or group. Examples: Name calling, mimicking, taunting, put downs, swearing, chirping, trash talking, negative nicknames, screaming or yelling at a person

Intimidation: Threatening someone's physical or emotional safety or reputation.

Sexual Harassment: Comments or actions of a sexual nature that are unwelcomed and make the targeted individual feel embarrassed, afraid, uncomfortable or ashamed. Any words, written or spoken, or action taken which ridicules a person's gender, sexual orientation, or gender identification.

Discrimination: Actions or decisions that treat a person or a group differently for reasons such as their race, age, gender, gender expression, sexual orientation, faith or disability. These reasons, also called grounds, are protected under the Canadian Human Rights Act.

Cyberbullying: Using technology to frighten, disrespect, embarrass, exclude, or damage another person's reputation. Examples: sharing/editing of personal info or photos, catfishing, denigration, hate groups/pages, online threats, spreading or rumors, etc. Also includes the creation, the possession, or the distribution of child pornography

In Canada, individuals as young as 12 can be held criminally responsible. If you encounter behavior that may be criminal (ex: assault, threats, cyberbullying, harassment, sexual assault/harassment), please report it to the Raiders Director of Governance, the RCMP or [Abuse Free Sport](#)



ATHLETES SECTION

STEPS IN DEALING WITH ATHLETES WHO DISPLAY BULLYING BEHAVIOUR

Bullying will not be tolerated at the Raiders. If it is determined that repeated and intentional disrespectful/negative behaviour is occurring, the following steps will be taken. However, the RCMP may be involved at any point depending on the severity of the situation:

- ❖ Please Note: If more than one athlete is displaying inappropriate behaviour, separate meetings will be held
- ❖ Please Note: Depending on the severity of the incident, a formal investigation involving the Discipline Committee (Raiders Board of Directors) may commence immediately which could result in the skipping of steps and the potential for immediate suspension or removal from the sport organization.

STEP 1: VERBAL WARNING

- The Head Coach (HC) will meet with the athlete displaying the inappropriate behaviour. *Please Note: This may not be a bullying situation if there is no history, but it should be treated as Step 1
- The HC will review the Code of Conduct and/or team expectations with the athlete. The Manager and caregiver(s) will be notified
- The HC will document the incident and forward the report to the Raiders Board of Directors
- If it is determined that the athlete is in violation of the Code of Conduct, the athlete will be instructed to stop the behaviours, and the HC and Raiders Board of Directors will determine a reasonable consequence
- If the initial complaint brought forward is serious or complex in nature, Step 1 may be omitted at the discretion of the organization and proceedings will start at Step 2.

STEP 2: INVESTIGATION & LETTER HOME

- If Step 1 is not successful in resolving the issue or mitigating the problem and the harmful/negative behaviour continues, the Raiders Board of Directors will begin a formal investigation procedure as this is now considered bullying
- The HC, Raiders Board of Directors, caregivers(s), and athlete displaying the bullying behaviour will meet
- The Code of Conduct will be reviewed, and a reasonable consequence will be determined
- A formal letter sent to the caregiver(s) and athlete reviewing the incident, outlining consequences, and clearly stating that a subsequent incident will result in a 'final warning' meeting
- The incident will be documented and filed with the organization.

STEP 3: FINAL WARNING & SUSPENSION

- If the bullying behaviour continues the HC, Board of Directors, caregiver(s) and athlete will have a formal meeting initiated by the Board of Directors.
- A suspension will be issued and other disciplinary actions discussed if necessary (ex: attend bullying prevention workshop, community service, apology letter)
- Suspension parameters (when it starts, how long) will be outlined in a formal letter and a FINAL WARNING issued.
- This letter will also clearly state that if the behaviour continues, the organization moves to the final step, which is athlete removal from the organization
- The meeting is documented and filed with the organization



STEP 4: REMOVAL FROM THE ORGANIZATION

- Athlete(s) and possibly the entire family is suspended at length or removed from the organization
- A formal letter of dismissal is sent to the athlete/caregivers
- A copy of the letter is documented and filed with the organization

PARENT AND GUARDIAN SECTION

STEPS IN DEALING WITH A CAREGIVER DISPLAYING BULLYING BEHAVIOUR

Bullying will not be tolerated at the Raiders. If it is determined that repeated and intentional disrespectful/negative behaviour is occurring the following steps will be taken. However, the RCMP may be involved at any point depending on the severity of the situation.

- ❖ Please Note: If more than one athlete is displaying inappropriate behaviour, separate meetings will be held
- ❖ Please Note: Depending on the severity of the incident, a formal investigation involving the Discipline Committee (Raiders Board of Directors) may commence immediately which could result in the skipping of steps and the potential for immediate suspension or removal from the sport organization. The RCMP may be involved if the incident is criminal in nature

STEP 1: VERBAL WARNING

- If a caregiver displays inappropriate/negative behaviour, any individual can report the incident to the appropriate person depending on the club's reporting structure (Head Coach, Team Manager or Division Coordinator) *Please Note: This may not be a bullying situation if there is no history, but it should be treated as Step 1
- A review of the Code of Conduct will occur and if it is determined that the caregiver is in breach of the code, the caregiver will be instructed to stop the behaviours, and possible consequences will be given
- This is documented and filed with the organization.

STEP 2: INVESTIGATION & LETTER

- If the inappropriate/negative behaviour continues the Raiders Board of Directors will meet in person with the caregiver and a consequence will be determined
- This is now considered bullying as a pattern of negative behaviour has been established
- The caregiver will be provided a letter outlining disciplinary actions and next steps if behaviours continue (ex: If behaviour continues, caregiver will not be allowed on site at the sporting venue during practice and/or competitions for a period of time or indefinitely)
- The incident is documented and filed with the organization

STEP 3: FINAL WARNING & SUSPENSION

- If the bullying behaviour continues, the Raiders Board Directors, caregiver(s) will have a final meeting initiated by the Raiders Board Directors
- A suspension will be issued and other disciplinary actions discussed if necessary (ex: attend bullying prevention workshop, community service, apology letter)
- Suspension parameters (when it starts, how long) will be outlined in a formal letter and a FINAL WARNING issued.
- This letter will also clearly state that if the behaviour continues, the organization moves to the final step, which is athlete removal from the organization
- The meeting is documented and filed with the organization.



STEP 4: REMOVAL FROM THE ORGANIZATION

- Caregiver(s) and possibly the entire family (athlete(s)) will be suspended at length or removed from the organization
- A formal letter of dismissal is sent to the caregivers
- A copy of the letter is documented and filed with the organization

COACH, STAFF & BOARD OF DIRECTORS (BOD) SECTION

STEPS IN DEALING WITH A COACH/STAFF/BOD DISPLAYING BULLYING BEHAVIOUR

Bullying will not be tolerated at the Raiders. If it is determined that repeated and intentional disrespectful/negative behaviour is occurring, the following steps will be taken. The RCMP may be involved at any point depending on the severity of the situation.

- ❖ Please Note: Depending on the severity of the incident, a formal investigation involving the Discipline Committee (Raiders Board of Directors) may commence immediately which could result in the skipping of steps and the potential for immediate suspension or removal from the sport organization. The RCMP may be involved if the incident is criminal in nature.

STEP 1: INITIAL MEETING (ATHLETE, CAREGIVER & COACH/STAFF/BOD)

- Caregiver(s) and/or the athlete will talk directly to the coach/staff/BOD member who is displaying the inappropriate/negative behaviour and inform them of the incident(s). *Please Note: It is important to take into consideration the imbalance of power in this situation. Having a "Coach liaison" or "Safe Sport Officer" can help alleviate the reporting process
- Sometimes the coach/staff/BOD members may not realize how their behaviour is impacting the athlete, and a conversation is all that is needed. (If this is a one-time incident, it is not considered bullying)
- The caregiver(s) and/or athlete will document the meeting, and all incidents of negative behaviour should they need to move on to Step 2

STEP 2: INVESTIGATION & LETTER

- If the caregiver(s) and/or athlete feel that the issue has not been resolved and the coach/staff/BOD member continues to display inappropriate/negative behaviours, the caregiver(s) and/or athlete will request a meeting with the Raiders Board of Directors
- The Raiders Board of Directors will then meet with the coach/staff/BOD member in question
- If it is determined that the coach/staff/BOD member is in breach of the Code of Conduct, the coach/staff/BOD member must stop or change behaviours, and be notified that further incidents will result in further disciplinary action
- A formal letter outlining issues and potential actions to be taken will be provided to the coach/staff/BOD member in question
- The Code of Conduct will be reviewed with the coach/staff/BOD member during the meeting
- The incident is documented and filed with the organization.



STEP 3: SUSPENSION AND/OR PROFESSIONAL DEVELOPMENT

- If the behaviour continues or complaints from other athletes/families are reported, the Raiders Board of Directors and coach/staff/BOD member in question will meet
- The Code of Conduct will be reviewed, and all incidents of negative behaviour discussed and documented
- Based on the investigation, the Raiders Board of Directors will determine what disciplinary action is needed (ex: suspension, professional development training, mentorship or supervision/roles reassigned/probation period)
- A FINAL WARNING letter will be provided to the coach/staff/BOD member, and the meeting/incident documented and filed with the organization

STEP 4: REMOVAL FROM ORGANIZATION

- If the coach/staff/BOD member continues to display negative/inappropriate behaviours, a meeting will be held with the coach/staff/BOD member and a written termination letter will be provided
- The meeting is documented and filed with the organization

IMPORTANT

In the event that a bullying complaint is made and/or an investigation is required, whether it be for an athlete, parent, coach, or other member of the sporting organization, only those involved in the investigation will be advised of the complaint outcome.

Parties to the incident will be interviewed individually by the investigator, along with anyone else who may be able to provide relevant information. Confidentiality Agreements may be used to minimize gossip, hearsay or the spread of misinformation within the sporting community.

- Retaliation against any individual for reporting an incident under this Code is a violation of this policy and will not be tolerated
- Any retaliatory action should be reported immediately
- False accusations are a serious matter. A person making a false statement may face serious consequences
- A false accusation is different from making a Report that turns out not to be true, or that is not proven true.
- A report that turns out not to be true, or that is not proven true are not violations of the Code of Conduct, if the Report was made in good faith
- The reporting and investigation process is very important in maintaining a positive sports environment.
- Interference or manipulation of the investigation process will be taken very seriously (ex: destroying/hiding information, trying to convince someone not to report or to withdraw a report)
- If an incident of high severity occurs, it is up to the Raiders Board of Directors as to whether steps can be skipped and/or an individual is removed immediately from the organization.
- Incidents of high severity would include: breaking the law, inflicting serious physical injury, sharing of sexual or private images, exploitation of a minor, to name a few
- At any point in the process of a complaint, the RCMP may become involved depending on the severity and/or nature of the complaint.



ACKNOWLEDGEMENT OF CODE OF CONDUCT

OBJECTIVES OF BULLYING PREVENTION CODE OF CONDUCT

This document is designed to provide 3 key objectives:

PROTECT

- ❖ Communicate behavior expectations for ALL members to create and maintain a positive, safe and respectful sport experience

DEFINE

- ❖ Give definitions and common language for behaviors not allowed in sport

RESPOND

- ❖ Provide a framework for responses and consequences when rules and expectations are broken

WE AGREE TO ABIDE BY THIS CODE OF CONDUCT, DATED THIS ____ OF _____, 2025

ATHLETE NAME

ATHLETE SIGNATURE

PARENT/GUARDIAN NAME

PARENT/GUARDIAN SIGNATURE