



PAYSA
Prince Albert Youth Soccer Association



Anti-Bullying Policy

STATEMENT OF INTENT

Prince Albert Youth Soccer Association is committed to providing a caring, friendly and safe environment for all our members so they can participate in soccer in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, all children and parents should be able to openly communicate the situation and know that all incidents will be dealt with promptly and effectively. We are an open club. This means that anyone who knows that bullying is suspected or happening is expected to notify the club immediately.

OBJECTIVES OF THIS POLICY

- Bullying will not be tolerated.
- All players, coaches and managers and parents of Prince Albert Youth Soccer Association should understand what bullying is.
- All managers and coaching staff should know what the club policy is on bullying and follow it when bullying is reported.
- All players should know what the club policy is on bullying and what they should do if bullying occurs or is suspected.
- As a club we take bullying seriously. Players and parents should be assured that they will be supported when bullying is reported.

WHAT IS BULLYING?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim which can be planned or unintentional. Bullying consists of three basic types of abuse – emotional, verbal and physical.

Bullying can be and does include:

- Verbal bullying including derogatory comments, lies, false rumors, teasing, ridicule and bad names.
- Emotional bullying includes being unfriendly, sending hurtful or tormenting messages via social media forms.
- Cyber-bullying includes the use of technology (cell phones, social media sites, instant messaging, etc.) to deliberately cause distress to another person.
- Physical bullying includes pushing, kicking, hitting, punching or any other use of violence
- Being attacked because of their religion, race or color, gender or sexuality including but not limited to taunts, graffiti, gestures etc.
- Sexually unwanted physical contact or sexually abusive comments.

SIGNS AND INDICATORS

A player may indicate he or she is being bullied by signs or behavior, adults should be aware of these possible signs and should investigate if a player:

- Says he or she is being bullied.
- Is afraid or unwilling to go to training, practice or games.
- Becomes withdrawn anxious or lacking in confidence.
- Feels ill before training sessions.
- Is nervous and /or jumpy when a message is received (e.g. text, IM, phone, social network).
- Comes home with clothes torn or training equipment damaged.
- Asks for money or starts stealing money (to pay the bully).
- Has unexplained cuts or bruises.
- Is frightened to say what's wrong.
- Gives improbable excuses for any of the above.

WHY DO PLAYERS SOMETIMES BULLY OTHER PLAYERS?

Players might bully because:

- They may not have been taught that any form of bullying is unacceptable behavior and will not be condoned by Prince Albert Youth Soccer Association.
- They think it is fun or funny.
- They are lacking in their own self confidence.
- They are copying older siblings, friends, parents or even club staff.
- They are encouraged to bully by friends.
- They themselves have been a victim of bullying.

PROCEDURE WHEN BULLYING OCCURS

1. Coaches and officials who receive a report about an incident of bullying or harassment must immediately deal with minor matters at the team level and report more serious matters, repeated problems, or anything that cannot be dealt with at the team level, to Prince Albert Youth Soccer Association immediately. These matters cannot be ignored
2. A record will be kept on the incident(s), investigation and any action(s) taken.
3. Prince Albert Youth Soccer Association will take every concern seriously, investigate the issue and report back to you in a timely manner.
4. If bullying is found, it will be stopped immediately by removal of the player(s) who is bullying from the club until a suitable process has been met through club policy.
5. Parents may be asked to come in to discuss the problem.
6. In any situation where it is deemed necessary and appropriate, the police may be consulted regarding matters of bullying or harassment.