



Anti-Bullying Policy

Bullying has become a significant concern in today's society. Whether it occurs at school, in the community, or on the soccer field, bullying is an issue that must be addressed. Soccer Cape Breton recognizes the seriousness of bullying and is committed to bringing this issue to the forefront of the club's policies. Our organization is dedicated to implementing a proactive approach aimed at preventing bullying and creating a positive, respectful environment both on and off the field for all players.

Bullying is defined as unwanted, aggressive behavior among children and youth that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. Both those who are bullied and those who engage in bullying behavior may experience serious and lasting consequences.

A safe, inclusive, and supportive environment within our club is essential for players to learn, grow, and succeed. Parents and players should feel confident that our club environment is free from harassment, violence, intolerance, and intimidation—behaviors that are forms of bullying.

Soccer Cape Breton is committed to raising awareness about bullying among all players, coaches, and families. Our goal is to ensure that coaches are properly educated about bullying so they can recognize it, address it effectively, and reinforce respectful behavior among players.

Our commitment to maintaining an anti-bullying environment means that coaches will be knowledgeable and vigilant in identifying and addressing bullying behaviors. Coaches are expected to take preventative measures to ensure bullying does not occur within their teams. Should bullying incidents arise, Soccer Cape Breton will follow a structured Conflict and Resolution Protocol to address the situation appropriately.

Conflict Procedure

- Bullying incidents should be reported to the Head Coach, Club Manager, Director of Soccer, or a member of the Executive.
- The coach or responsible adult must notify the Executive immediately.
- Parents or guardians will be informed and may be asked to attend a meeting to discuss the issue.
- If necessary and appropriate, local law enforcement may be consulted.
- Any bullying behavior or threats of bullying will be investigated promptly and addressed to ensure the behavior stops.
- Efforts will be made to help the individual(s) involved understand the impact of their actions and encourage positive behavioral change.

Recommended Actions for Resolution

If Soccer Cape Breton coaches determine that it is appropriate for the parties involved to work toward resolving the situation, the following steps may be taken:

- Bring the involved parties together to discuss the situation. In some cases, a sincere apology and open discussion may resolve the issue.
- If the issue is not resolved, the coach(es) should meet with the player and parent/guardian reporting the bullying to gather detailed information. Written notes or minutes should be taken for clarity.
- The coach(es) should meet with the alleged individual(s) involved and their parent(s)/guardian(s) to present the concern and allow them to respond. Notes should again be recorded.
- Coaches may speak with any other players, coaches, or individuals who may have witnessed or been involved in the incident to gather additional information. Minutes should be recorded.
- If bullying is determined to have occurred, the individual(s) involved will be warned and advised that further incidents may result in additional disciplinary action. Consideration may be given to a reconciliation meeting between parties if appropriate.
- All relevant coaches working with the players involved should be informed of the situation and the outcome of the process, including any warnings issued.