



## **CAPE BRETON FC ANTI-BULLYING POLICY**

Bullying has become a major issue in today's society. Whether it is at school or on the soccer field, bullying is an issue that needs to be addressed.

Cape Breton FC recognizes the seriousness of bullying and wants to bring this issue to the forefront of the club's policy.

We are committed to implementing a progressive policy that will aim to prevent bullying and make for a better overall environment both on and off the

field for all of our 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 kids who are bullied and who bully others may have serious, lasting problems. A safe and inclusive learning environment in our club is critical for our players to achieve success. Parents and players must be confident in knowing that our club environment is free from harassment, violence, intolerance and intimidation, all of which are forms of bullying. Cape Breton FC aims to raise awareness of bullying with all of our players and coaches. The aim is to properly educate our coaches about bullying so that they are aware of it and can reiterate the need to guard against it to the players.

### **CAPE BRETON FC CODE OF CONDUCT**

Cape Breton FC's Code of Conduct describes the positive behaviors expected of the club's players, coaches and parents. The Code of Conduct applies to all, sets standards for behavior and covers a focused set of expected positive behaviors. Along with our Code of Conduct we expect all of our players to adhere to this Anti-Bully Policy.

### **COACH EDUCATION**

Cape Breton FC's commitment to an Anti-Bullying environment means our coaches are knowledgeable and trained on how to be more vigilant on bullying so they can reiterate this awareness to their players. We will expect our coaches to employ preventative measures so that bullying is not an issue for any of our players. If cases of bullying do arise we have a conflicts and resolution protocol (see below).

### **CONFLICT AND RESOLUTION PROTOCOL**

#### **Conflict Procedure**

1. Report bullying incidents to the Head Coach, Club Manager, Director of Soccer or a member of the Executive.
2. Coach/adult needs to contact the Executive immediately.
3. Parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, Police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behavior.

#### **Recommended Actions for Resolution**

If Cape Breton FC coaches decide it is appropriate for the parties involved to deal with the situation they should follow the procedure outlined below.

1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
2. If this fails/not appropriate coach(es) of the team should meet with the parent and child alleging bullying to get details of the allegation. Minutes should be taken for clarity.
3. The coach(es) should meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken.
4. The coach(es) should talk to anyone else that may have been involved to gather additional information; again, minutes should be taken.
5. If bullying has in their view taken place the athletes should be warned and put on notice of further action. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
6. All other coaches involved with both athletes should be made aware of the concerns and outcome of the process i.e. the warning.

CAPE BRETON FC'S Anti-Bullying policy has been crafted in line with provincial government guidelines. See the link below for more information. Our desire to ensure a safe environment for our players also means our Director of Soccer completes the comprehensive Commit2Kids training program as best practice.

<https://www.prevnet.ca/resources/policy-and-legislation/nova-scotia>