



GREATER SUDBURY SOCCER CLUB ANTI-BULLYING POLICY

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- GSSC is devoted to providing a safe, caring, friendly environment for all members to participate in soccer in a secure atmosphere. Any kind of bullying is unacceptable. If bullying does occur, it will be dealt with promptly and effectively. GSSC has a zero tolerance for this type of behaviour.

WHAT IS BULLYING?

In order to deal with bullying if it occurs, it is important to understand its meaning. Bullying can be defined as the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying consists of three basic types of abuse – verbal, physical and emotional.

- Verbal bullying is the use of derogatory comments, lies, false rumors, teasing, ridicule and bad names. Emotional bullying includes being unfriendly, sending hurtful or tormenting messages via social media forms.
- Bullying through social exclusion or isolation
- Physical bullying includes pushing, kicking, hitting, punching or any other use of violence.
- Any negative comments about religion, race or color, gender or sexuality including but not limited to taunts, graffiti, gestures.
- Sexually unwanted physical contact or sexually abusive comments
- Misuse of social media platforms

SIGNS AND INDICATORS

A player may indicate they are being bullied in different ways, and adults/peers should be aware of these possible signs and should investigate if a player:

- Says they are being bullied
- Is unwilling or scared to attend 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- Becomes withdrawn, anxious, or lacking in confidence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, and in some more severe situations, other indicators can include:
 - Upset/nightmares
 - Becomes aggressive, disruptive or unreasonable
 - The player starts to bully other children or siblings
 - Stops eating
 - Speaks of suicide, runs away or hurts themselves deliberately

These signs and behaviors may indicate other problems, but bullying should be considered a possibility and should be investigated.

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 GSSC.
- They think it is fun or funny.
- They are lacking in their own self confidence.
- They are copying older siblings, friends, parents or even organization staff.
- They are encouraged to bully by friends.
- They themselves have been a victim of bullying at some point

AS A COACH/MANAGER/PARENT/GUARDIAN/PEER/REFEREE:

WHAT CAN YOU DO IF YOU THINK SOMEONE IS BEING BULLIED?

- Speak to the player – be direct
- Take any incidents of bullying that they tell you about seriously.
- Talk calmly with the player about their experiences and listen, do not discount their feelings.
- Make note of what the player says.
- Reassure the player that they have done the right thing by telling you.
- Do not encourage your player to retaliate.

- Contact the DSC Head Coach or DSC Club Administrator immediately for guidance.

PROCEDURES

1. Immediately report the bullying incidents/behavior to the GSSC Head Coach, or GSSC Club Administrator;
2. The organization will take every concern seriously, investigate the issue and report back to you in a timely, prompt manner;
3. In serious cases, parents/guardians may be asked to come in to discuss the problem.
4. If necessary and appropriate, the police will be consulted.
5. If bullying is found, it will be stopped immediately by removal of the player(s) who is bullying from the organization until a suitable process has been met through DSC's organization policy.
6. A record will be kept on the incident(s), investigation and any action(s) taken.