

# New Frontier Soccer Bullying Policy



December 9, 2020

New Frontier Soccer is committed to fostering an environment that is free of bullying and harassment. The aim of our zero-tolerance policy is to protect all of our members and create a healthy, fun environment for all children to prosper in the sport of soccer.

Bullying is wilful, repeated aggressive behaviour with negative intent. There are different forms of bullying, including:

- **Physical bullying:** using physical force or aggression against another person (e.g., hitting)
- **Verbal bullying:** using words to verbally attack someone (e.g., name-calling)
- **Social/relational bullying:** trying to hurt someone through excluding them, spreading rumours or ignoring them (e.g., gossiping)
- **Cyberbullying:** using electronic media to threaten, embarrass, intimidate, or exclude someone, or to damage their reputation (e.g., sending threatening text messages).

Bullying and harassment are similar, yet different:

- Harassment is similar to bullying because someone hurts another person through cruel, offensive and insulting behaviours
- Harassment is different from bullying in that it is a form of discrimination.

Discrimination is treating someone differently or poorly based on certain characteristics or differences. Bullying turns into harassment when the behaviour goes against Canada's Human Rights Laws and focuses on treating people differently because of:

- Age
- Race
- Ethnicity
- Religion
- Sex
- Sexual orientation
- Family status
- Marital status
- Physical and mental disability

At New Frontier Soccer it is the responsibility of all staff, players and parents to maintain and support a culture that eliminates all forms of bullying and harassment. We can do this by identifying and reporting all incidents in a timely manner.

Procedure when bullying occurs:

- A person who experiences harassment or bullying is encouraged to make it known to the 'alleged abuser' that the behavior is unwelcome, offensive and goes against the NFS Code of Conduct.
- Players are encouraged to notify their coach or NFS staff member of any bullying or harassment they experience or witness as soon as possible.
- If confrontation is not possible or if the harassment/bullying continues after the confrontation, the individual/parent/coach must submit a detailed incident report form to the director of NFS as soon as possible.
- The director of NFS will keep a record of all incident report forms submitted.
- An attempt at mediation will be made with all parties involved and their parents.
- If the bullying/harassment continues after mediation, disciplinary action will be considered by the director of NFS. Disciplinary action may include, but not limited to, benching, suspension or permanent expulsion from NFS as determined by the director of NFS. (in the event of expulsion due to bullying/harassment there will be no refunds)

Appeals:

Both the Complainant and the Respondent shall have the right to appeal the decision. A notice of intention to appeal, along with the grounds for appeal, must be provided to NFS director within 72 hours of receiving the notice of decision. Appeals may be made on the following grounds:

- An attempt at mediation was conducted in an unfair or biased manner;
- Procedure was not followed as set out in this policy;
- A decision was reached which could not be supported by the evidence as provided in the investigation; and/or
- A decision which was grossly unfair or unreasonable.