



Anti-Bullying Policy

Chestermere United FC is a safe and welcoming place for players of all ages, genders, ethnicities, socio-economic backgrounds, and skills. Bullying is taken seriously and will not be tolerated.

The Government of Canada defines bullying as:

“Willful, repeated, aggressive behaviour with negative intent, used by a child to maintain power over another child.”

Bullying occurs in the following forms:

- Unequal Power: One child is perceived to have more power than another child.
- Hurtful Actions: Physical or psychological behaviour that is harmful:
 - i.e., name-calling, insults, threats, kicking, hitting, punching etc.
- Direct or Indirect Actions: Abusive behaviour can occur face to face, or is done behind the child’s back:
 - i.e., teasing, exclusion, gossiping or spreading rumours.
- Repetitive Behaviour: Hurtful actions that reoccur, making it increasingly difficult for the child to escape the harmful behaviour.
- Cyberbullying: Harmful behaviours perpetrated through the use of social media, email, text messages, websites, and any other electronic means:
 - i.e., physical threats, verbal harassment, social exclusion by an individual or a group, or the distribution of damaging messages or pictures to a wider group.

Source: <https://www.canada.ca/en/public-health/services/bullying/how-recognize-bullying.html>

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Code of Conduct

Chestermere United FC has implemented a Code of Conduct that sets a standard of positive behaviours for our organization's Volunteers, Staff, Players, Coaches and Parents. Our Code of Conduct describes the expectations of all members of our organization, including adherence to this Anti-Bullying Policy.

All Team Officials are expected to behave as role models for our players. It is understood that how we are seen to treat others, and how we allow others treat us, is an example to the young players we mentor and teach.

Chestermere United FC *will*:

1. Take actions to prevent bullying from occurring by:
 - a. Being aware of the social interactions between groups of children under our supervision;
 - b. Encouraging groups of children to be inclusive and kind to each other, and by placing vulnerable children with positive and inclusive groups.
2. Take reports of bullying seriously, and:
 - a. Intervene the moment bullying occurs; and
 - b. Support any and all children being bullied.
3. Take appropriate and measured actions regarding reports of bullying in the form of, but not limited to:
 - a. Reconciliation:
 - i. Bring the parties together to apologise and reconcile *if appropriate*.
 - b. Failing reconciliation Team Officials MUST:
 - i. Meet with the family of the bullied child to gather information on the incident/incidents;
 - ii. Meet with the family of the bullying child to gather information on the incident/incidents;
 - iii. Gather information from other players, volunteers, or observers;
 - iv. Prepare an Incident Report for the Club Administrator; and

- v. Discuss with Board of Directors potential consequences for bullying.

Chestermere United FC has **zero tolerance** with respect to bullying. If bullying is deemed to have occurred, the following consequences will be applied:

1st Incident – Written warning

2nd Incident – 1 week suspension from Practices and a 1 Game Suspension

3rd Incident – Disciplinary meeting before the Board of Directors