

## **Anti-Bullying Policy**

All Rep Board members, staff, parents and players should have an understanding of what bullying is, and must be aware of the Queens policy on bullying. This policy will be included in the staff information binder, posted on [www.thunderbayqueens.com](http://www.thunderbayqueens.com), and presented to the parents and players at the first team meeting of the season. Parents and players should know what to do if bullying arises. Rep Board members and team staff must adhere to this policy when bullying is reported.

### **Policy:**

We are committed to providing a caring, friendly and safe environment for all of our players so they can develop their skills and play hockey in a relaxed and secure atmosphere. Bullying will **not** be tolerated.

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying hurts; no one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Players who are bullying need to learn different ways of behaving.

Bullying can be:

- Emotional      being unfriendly, excluding, ignoring, ostracizing, tormenting (e.g. hiding equipment, threatening gestures)
- Physical        pushing, kicking, hitting, punching or any use of violence
- Racist          racial taunts, graffiti, gestures
- Sexual          unwanted physical contact or sexually abusive comments
- Homophobic   because of, or focussing on the issue of sexuality
- Verbal         name-calling, sarcasm, spreading rumours, teasing
- Cyber          All areas of internet ,such as e-mail & social networking misuse  
Cell phone threats by text messaging & calls  
Misuse of associated technology , i.e. camera & video facilities

The Queens program takes allegations of bullying very seriously. Bullying of any kind is unacceptable to the Queens program. If bullying does occur, all players should be able to report it, and trust that allegations will be dealt with in a timely, sensitive and supportive manner, promptly and effectively. We are a *TELLING* organization. This means that *anyone* who knows that bullying is happening is expected to tell the team staff.

Everyone associated with the Queens program – members of the Rep Board, team staff, parents and players – has a responsibility to respond promptly and effectively to issues of bullying.

Players and parents should be assured that they will be supported when bullying is reported, and that there will be absolutely no reprisals of any kind for the victim and/or her parents for reporting the bullying.

## Procedure

1. Report bullying incident(s) to team staff immediately.  
Please note: If the bullying has occurred electronically (e-mail, texting, MSN, Facebook and other social networking sites), the communication should not be deleted. The history status on MSN and Facebook accounts should remain in the active mode so that the communication can be retrieved.  
In the event that a staff member is the bully, the player may not want to approach another staff member. In some cases, the player may not want to involve her parents. In instances such as these, the player should contact any Rep Board member, who will work with the player to resolve the issue, following the steps outlined below.
2. A meeting will be held between staff and parents to discuss the problem. The victim will not be required to attend the meeting, if that is her wish.
3. If necessary and appropriate, police will be consulted
4. The bullying behaviour or threats of bullying must be investigated by the team staff and the bullying stopped immediately.
5. An attempt will be made to help the bully (bullies) change their behaviour
6. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
7. In serious cases, suspensions will be imposed according to OWHA guidelines.
8. If possible, the bully (bullies) and the victim will be reconciled
9. After the incident/incidents have been investigated and dealt with, each case will be monitored by team staff to ensure repeated bullying does not take place.
10. In **all** cases when allegations of bullying are made, the Head Coach will provide a full written report to the Rep Board, outlining the steps that were taken (#1 - #9 above) to address the issue. This report will be provided within **seven** days of the original report (#1 above).
11. In the event that the bullying continues, stronger disciplinary action will occur, ranging from escalating suspensions to dismissal from the team. The Rep Board will be informed of continuing incidents and the teams' response.
12. Any team staff member who witnesses what they consider to be or could be construed as bullying has the duty to both report the incident to the Rep Board and to step in to try to prevent escalation of the incident. Any team staff member who ignores bullying and/or reports of bullying, or does not follow this established procedure, will be subject to disciplinary action, including suspensions and/or dismissal from the team.
13. Any team staff member who engages in or tolerates any type of reprisal on the parents and/or the victim will be dismissed from the team.