



Fairport Soccer Club Anti-Bullying Policy

Statement of Intent:

The Fairport Soccer Club (FSC) is committed to providing an environment in which all individuals or organizations involved with FSC are treated with respect. Membership and registration with the FSC, as well as participation in its activities, bring many benefits and privileges. At the same time, registrants and or organizations are expected to fulfill certain responsibilities and obligations including but not limited to complying with the FSC Harassment, Anti-Bullying & Zero Tolerance Policy. Irresponsible behavior by players, parents, volunteers, board members, and spectators can result in severe damage to the integrity of Fairport Soccer Club. Conduct that violates these values may be subject to sanctions pursuant to this Policy.

Objectives of the FSC Anti-Bullying Policy:

- Bullying will not be tolerated.
- All players, coaches and managers, and parents of FSC should understand what bullying is.
- All managers and coaching staff should know what the club policy is on bullying and follow it when bullying is reported.
- All players should know what the club policy is on bullying and what they should do if bullying occurs or is suspected.
- As a club we take bullying seriously. Players and parents should be assured that they will be supported when bullying is reported.

Definition of “bullying”:

Bullying is 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 – Emotional, verbal, and physical. Bullying can be and does include:

- Verbal bullying including derogatory comments, lies, false rumors, teasing, ridicule, and bad names.
- Emotional bullying includes being unfriendly and sending hurtful or tormenting messages via social media forms.
- Bullying through social exclusion or isolation, being ignored and or left out
- Physical bullying includes pushing, kicking, hitting, punching, or any other use of Violence.
- Being attacked because of their religion, race or color, gender or sexuality including but not limited to taunts, graffiti, gestures, etc.
- Sexually unwanted physical contact or sexually abusive comments.
- Misuse of associated technology such as unwanted camera and video usage and social networking exposure

Signs and indicators of bullying:

A player may indicate he or she is being bullied by signs or behavior, adults should be aware of these possible signs and should investigate if a player:

- Says he or she is being bullied
- Is afraid or unwilling to go to 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

In some more severe situations, other indicators can include:

- Cry themselves to sleep at night or has nightmares
- Becomes aggressive, disruptive, or unreasonable
- Is bullying other children or siblings
- Stops eating
- Attempts suicide, runs away or hurts themselves deliberately (self-harm)

Directions for coaches/managers who noticed that a player is being bullied

- Ask the player directly
- Take any incidents of bullying that they tell you about seriously
- Talk calmly with the player about their experiences
- Make note of what the player says
- Reassure the player that they have done the right thing by telling you
- Understand that your player may need to change aspects of their behavior
- Never approach another parent directly
- Do not encourage your player to retaliate
- Contact the FSC Board President immediately

Procedures:

1. Immediately report the bullying incidents/behavior to FSC. A complaint can be communicated verbally, initially, to FSC Board President but must be followed up in writing (letter and/or email). FSC Incident Form should be submitted to FSC via FSC's Board President who can be reached via email.
2. The Club will take every concern seriously, investigate the issue and report back to you in a timely manner.
3. In serious cases, parents 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 Club until a suitable process has been met through club policy.
6. A record will be kept on the incident(s), investigation and any action(s) taken.
7. The bully (bullies) will be placed on a probationary period with the club of no less than six (6) months.

This Zero Tolerance Policy applies to:

- All members of the Fairport Board of Directors
- All coaches
- All managers
- All players
- All parents/family members/guardians/caregivers
- All referees
- All volunteers

All elected Club officials, volunteers, FSC staff, coaches, managers, and referees must sign a form acknowledging their understanding and acceptance of the Zero Tolerance Policy.

This Zero Tolerance Policy shall be posted on the FSC 's website always and communicated to parents and players at the beginning of every program cycle.

Ignorance of the Zero Tolerance Policy shall not be considered a valid defense against a complaint.