

PLC - Anti Bullying Policy

Perrysburg Lacrosse Club has adopted its own anti-bullying policy. We consider bullying to be behavior ranging from verbal teasing to physical aggression. It is our position that no amount of bullying is acceptable. Not all joking or horseplay is bullying, but when the intent or effect is to cause distress, repetition of such behavior is bullying and will not be tolerated.

Physical bullying can include pushing, hitting, or kicking a person or interfering with their property. Verbal bullying is the use of words or gestures to hurt or humiliate another person, including name-calling, racial or derogatory insults and teasing. It is the responsibility of everyone to stop bullying. If you are being bullied, or know of someone being bullied, you must tell parents, coach, manager or a member of the PYL Board as soon as possible.

If a person involved in PLC (including players, coaches, managers, parents and volunteers) has taken part in bullying behavior, a warning will be given. If the behavior continues, that person may be subjected to sanctions such as suspension from PLC. All incidents of Bullying will be referred to the Board for further action, which can include further warnings, discussions with parents, further suspensions or exclusions, ineligibility for tournaments and up to removal from the team.

Statement of Intent

We (PLC Board of Directors) are committed to providing a caring, friendly and safe environment for all lacrosse participants so they can learn the game of lacrosse and the skills necessary to participate in the game in a fun, positive and secure atmosphere. Bullying of any kind is unacceptable and will not be tolerated at any practice, game or any other PLC sanctioned event associated with our lacrosse program. If bullying is reported to any parent or player, they should immediately report the incident to their respective coach, team coordinator, or any PLC Board member who will ensure the complaint is investigated and dealt with promptly and effectively. We will promote a *TELLING atmosphere*. This means that *anyone* who knows that bullying is taking place is expected to report the incident, as indicated previously.

Definition of Bullying

Bullying is defined as conduct, gestures or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to a player, group of players and/or teammates, and which create a hostile or intimidating environment, or which negatively affects a player or player's performance. Bullying is harassment, intimidation by means of any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents that results in pain and distress to the victim. Bullying can be:

- Emotional- being unfriendly, excluding or intentionally ignoring someone
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures or other slurs
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic remarks or focusing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumors, teasing, taunting or tormenting
- Any communication via internet, including but not limited to, use of social networking sites to send email, text messaging, internet chat room dialogue, video and any other communication by use of computer or cell phone

Objectives of this Policy

All players, parents, coaches and Board members should have a clear understanding of what bullying is. Coaches and Managers shall ensure that all players and parents are provided a copy of the PLC Anti-Bullying Policy and discuss the important points of the policy each year during the respective Parent/Coach Meeting. All players and parents should understand what they should do to report incidents involving bullying. All coaches and Board members should be familiarized with the PLC Anti-Bullying Policy each year and be made aware of the procedures to follow when bullying is reported. As an Association, we take bullying seriously. Players and parents should be assured that they will be supported when bullying is reported. Bullying will not be tolerated at any practices, games

or other PLC sanctioned events.

Player Education

Coaches are encouraged to discuss the problems of bullying openly with their players in order to promote a "Telling Atmosphere". Players should be encouraged to do the following to stop and discourage bullying tactics:

- Players should tell their parents.
- If a player is bullied at practice/games, they should be encouraged to immediately tell their team coach. Telling is not tattling and the player should be reassured that no consequences will result to them for coming forward. If necessary, players should write down what happened, when it happened, and identify who bullied them.
- If players are concerned or nervous about coming forward, they should be encouraged to talk with a friend or teammate. Team captains and assistant captains should be encouraged to intervene in any bullying situation.
- Players should be encouraged to not fight back when confronted by a bully. They should calmly tell the player to stop, or say nothing and walk away. Again, they should report the incident to their team coach.

Procedures for Parents, Coaches and Board Members

- Parents should report bullying incidents to the team coach, coaching director, manager or any PLC Board member. In cases of bullying, the coach or board member who was contacted shall submit a written report outlining the reported bullying behavior to the PLC Executive Board. If necessary and appropriate, police may be consulted.
- In all cases of reported bullying, parents of the player who was bullied shall be informed immediately and may be asked to meet with the respective team coach and/or coaching director to discuss the incident. In all cases, strict confidentiality shall be maintained.
- The bullying behavior or threats of bullying must be investigated and the bullying stopped immediately. The parents of any player who is reported to be bullying will be contacted immediately by the respective team coach, coaching director, or board member and asked to meet to discuss the incident. Depending on the severity of the situation, the parents may be asked to meet with representatives of the PLC Board, as appointed by the President.

Consequences of Bullying

1. In a first offense situation involving bullying, an attempt will be made to encourage the bully (bullies) to modify their behavior for their benefit, for the benefit of the person bullied and other team members. The bully (or bullies) will be asked to genuinely apologize to those players affected, including all team members. An attempt will be made by the coach, manager, or parent to reconcile the situation between the players (Age and level of maturity and or severity of offense must be considered). Other consequences or disciplinary alternatives to stop the bullying may also be considered by the PLC Board once reported by the parent, coach or manager.
2. If the bullying persists, disciplinary action against a player may be taken by the team coach and/or PLC Board of Directors which may include, but are not limited to, immediate suspension from participation in practice or game(s) for a period of time. The Board reserves the right to suspend or otherwise discipline any player for bullying in addition to any action taken by the coach. In severe cases, the Board reserves the right to prohibit further participation in the lacrosse program by any player deemed to be involved in the bullying other players.

3. After the incident/incidents have been investigated and dealt with, the situation will continued to be monitored by the respective team coach, team manager, PLC Board and player parents to ensure repeated bullying does not take place.
4. Any and all incidents of bullying, whether first offense or other, deemed minor or severe, will be reported to the PLC Board of Directors immediately and in writing within 24 hours.