



Unity Volleyball Club Anti-Bullying Policy

Purpose

The Unity Volleyball Club's (Unity) programs are committed to fostering and maintaining a safe and civil environment in which all participants including athletes, parents, volunteers and coaches are treated with dignity and respect.

The purpose of the Unity Anti-Bullying Policy is to assist all Unity volleyball programs in their goal of preventing and responding to acts of bullying, intimidation, retaliation and other similar disruptive and potentially harmful behaviours.

Definition

"Bullying" means any written or verbal expression, physical act or gesture, or pattern thereof, that is intended to hurt, threaten, upset, distress, or frighten and which substantially interferes with or impedes another participant's opportunities or performance. Bullying includes, but is not limited to, conduct against a person that a reasonable person under the circumstances knows or should know has the effect of:

- Harming a person (physically or emotionally)
- Damaging property
- Creating a hostile environment
- Placing a person in reasonable fear of harm to his/her person or property

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Bullying that impacts the playing/training process and/or environment is prohibited. This applies not only to people who directly engage in an act of bullying but may also include people who, by their indirect actions or behaviour, condone or support another person's act of bullying.

This policy applies to all players, parents, volunteers, coaches, Unity Board members and spectators whose conduct at any time or place constitutes bullying and that interferes with or obstructs the mission or operations of the volleyball programs and the safety and welfare of the players.

The use or misuse of technology may also constitute an act of bullying regardless of whether such acts are committed on or off Unity playing/practice facilities.

Cyber-bullying

Examples of cyber-bullying may include, but are not limited to:

- Sending text messages, e-mails or instant messaging with threats, ridicule, or harassment
- Posting defamatory material about a person onto the Internet – any site –
- Using social networking sites to spread rumours about a person
- Sending of language with stated intentions related to physical or sexual acts.

Any person who engages in an act of bullying, reprisal, or false reporting of bullying or who permits, condones or tolerates bullying shall be subject to discipline for that act in accordance with Unity discipline policies.



Consequences for the player, parent, coach or any person that directly or indirectly violates the Unity Bullying Policy range from intervention meetings up to and including suspension and/or forfeiture of honorarium(s) or season fees paid – deposited or not - .

In instances where the act is deemed to be egregious, the proper authorities will be notified as bullying is against the law.

Any person who believes that he/she has been a victim of bullying or any third person who has knowledge or belief of conduct that may constitute bullying, should report the alleged acts immediately to a trusted adult or the Unity club director.

As It Relates to Unity Volleyball Programs

Any player who believes they have been a victim of bullying should immediately:

DO

1. Report to parent or teacher
2. Report to Coach or Assistant Coach
3. Report to the Club Director
4. Keep copies of all texts and/or posts

DO NOT

1. Respond/reply to any texts/postings
2. Forward on to other players/friends
3. “Like” someone else’s negative post – this can be constituted as harassment/bullying