



Croatia Norval S.C.

Anti-Bullying Policy

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HR/Admin.	A. Radosevic	CNSC B.O.D	Dec 1, 2022



Croatia Norval S.C.-Anti-Bullying Policy



Statement of Intent

The Croatia Norval Soccer Club is committed to providing a caring, friendly, and safe environment for all our members so they may participate in soccer comfortably and securely. Bullying of any kind is unacceptable at our club. If bullying does occur, all children and parents should be able to openly communicate the situation and know that all incidents will be dealt with promptly and effectively. Anyone who suspects bullying or knows that bullying happening is expected to notify the club immediately.

Objectives of this Policy

- Bullying will not be tolerated.
- All players, coaches, managers, parents and guardians of the Croatia Norval Soccer Club should be aware of what bullying can be.
- 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 they report bullying.



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WHAT IS BULLYING?

Bullying is the use of aggression to hurt another person. Bullying results in pain and distress to the victim. Bullying consists of three (3) basic types of abuse: emotional, verbal and physical.

Bullying can be and does include:

- Verbal bullying includes derogatory comments, lies, false rumours, 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 colour, 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 & Indicators

A player may indicate they are being bullied by signs or behaviour, adults should be aware of these possible signs and should investigate if a player:

- Says they are 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.



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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).
- Your child is not themselves.

These signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated.

Why do Players sometimes Bully other Players?

Players might bully because:

- They may not have been taught that any form of bullying is unacceptable behaviour and will not be condoned by the CNŠC.
- They think it is fun or funny.
- They are lacking in their self-confidence.
- They are copying older siblings, friends, parents or even club staff.
- They are encouraged to bully by friends.
- They have been a victim of bullying.



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As a Coach or Manager, what can you do if you think your player(s) 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 behaviour.
- Never approach another parent directly.
- Do not encourage your player to retaliate.
- Contact the CNSC President or Technical Director immediately.

Procedures

- 1) Immediately report the bullying incidents/behaviour to the CNSC President or Technical Director.
- 2) The club will take every concern seriously, investigate the issue and report back to you promptly.
- 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) as per the player's code of conduct, who is bullying from the Club until a suitable process has been met through club discipline.
- 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.



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Croatia Norval Soccer Club's Anti-Bullying Policy is in line with Bill 14 of the Anti-Bullying Act, 2012 from the Legislative Assembly of Ontario. For more information, please go to the following link:

<https://www.ola.org/en/legislative-business/bills/parliament-40/session-1/bill-14>

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