

Powhatan Fastpitch Softball Anti-Bullying & Social Media Policy

1. Purpose

Powhatan Fastpitch Softball is committed to providing a safe, positive, and inclusive environment for all players, coaches, volunteers, and families. Bullying, harassment, or intimidation of any kind—whether in person, through text, email, or on social media—will not be tolerated. Every participant deserves to play, learn, and grow free from fear or mistreatment.

2. Definition of Bullying

Bullying is any repeated, intentional behavior that causes physical, emotional, or psychological harm. This includes, but is not limited to:

- **Verbal bullying:** Name-calling, insults, teasing, intimidation, or threats.
- **Social/relational bullying:** Excluding others, spreading rumors, or public humiliation.
- **Physical bullying:** Hitting, pushing, tripping, or damaging someone's belongings.
- **Cyberbullying:** Sending, posting, or sharing negative, harmful, or false content about another person through text, email, or social media platforms (Facebook, Instagram, TikTok, Snapchat, etc.).

3. Expectations of Conduct

All players, coaches, parents, and spectators must:

- Treat others with respect and sportsmanship at all times.
- Avoid gossip, rumors, and negative comments in person or online.
- Represent Powhatan Fastpitch Softball in a positive, respectful manner on all social media platforms. •
- Refrain from posting photos, videos, or statements that demean other players, coaches, teams, or umpires.
- Report bullying concerns immediately to a coach, commissioner, or board member

4. Social Media Guidelines

- Participants are **ambassadors** of the league; online behavior reflects on the entire organization.

- Do not use the Powhatan Fastpitch name, logo, or uniforms in posts that include profanity, discrimination, or harassment.
- Negative posts about players, coaches, or league officials are strictly prohibited.
- Parents and players should use official league communication channels for questions or concerns—not public social media comment threads.

5. Reporting & Investigation Procedure

- **Report Submission** – Any player, parent, or coach may report bullying to the Division Commissioner, Coach, or Board Member in person, by phone, or by email.
- **Initial Review** – The report will be reviewed confidentially by the Board’s Conduct Committee.
- **Investigation** – All parties involved may be interviewed. Social media posts, messages, or screenshots may be reviewed as evidence.
- **Findings & Decision** – The Committee will determine if bullying occurred and assign consequences in line with league policy.
- **Documentation** – All reports and actions taken will be recorded and stored confidentially.

6. Consequences

- Disciplinary actions may include, but are not limited to:

First Offense: Verbal warning and documentation. Parent/guardian notified.

Second Offense: One-game suspension and mandatory meeting with the player, parent, and coach.

Third Offense: Removal from the team and review by the Board for possible season suspension or permanent expulsion.

Severe Cases: The Board reserves the right to impose immediate suspension or expulsion for serious threats, harassment, or public defamation, including on social media.

7. Acknowledgment

By completing registration for Powhatan Fastpitch Softball, all parents acknowledge that they have read, understand, and agree to comply with the league's Anti-Bullying & Social Media Policy and Code of Conduct. This acknowledgment is required for participation in any league activity.

8. Commitment

Powhatan Fastpitch Softball believes that respect, kindness, and teamwork create champions both on and off the field. Together, we will model the values that make our community proud.