

## 1. Purpose

Slavia Football Club (**Slavia FC** or **Club**) is committed to providing a safe, inclusive, and respectful environment for all players, coaches, parents, and volunteers. This policy aims to prevent and address bullying in all forms, ensuring that every individual involved in the Club feels valued and protected.

## 2. Definition of Bullying

Bullying is defined as repeated and intentional aggressive behaviour that causes harm or distress to others. It can manifest in various forms, including:

- **Physical Bullying:** Hitting, kicking, or other forms of physical aggression.
- **Verbal Bullying:** Name-calling, teasing, or making hurtful comments.
- **Social Bullying:** Excluding someone from a group, spreading rumours, or manipulating social relationships.
- **Cyberbullying:** Using digital platforms to harass, threaten, or spread harmful content about others.

## 3. Code of Conduct

All members of Slavia FC are expected to adhere to the following principles:

- Treat everyone with respect and dignity.
- Promote an inclusive environment that celebrates diversity.
- Refrain from any form of bullying, harassment, or discrimination.
- Report any incidents of bullying promptly and appropriately.

## 4. Roles and Responsibilities

- **Coaches and Team Staff:** Ensure a positive and respectful atmosphere during all activities. They are responsible for monitoring interactions and intervening when necessary.

- **Players:** Treat teammates, opponents, and officials with respect. Report any incidents of bullying to a coach or club official.
- **Parents and Guardians:** Support the club's anti-bullying initiatives. Encourage open communication with their children about their experiences and concerns.
- **Club Officials:** Investigate reported incidents, take appropriate action, and maintain confidentiality throughout the process.

## 5. Reporting and Procedures

Incidents of bullying should be reported to a coach, team manager, or club official. The following steps will be taken:

1. **Immediate Action:** The Club will assess the situation and take immediate steps to ensure the safety of all involved.
2. **Investigation:** A thorough investigation will be conducted, maintaining confidentiality and fairness.
3. **Resolution:** Appropriate actions will be taken, which may include mediation, education, or disciplinary measures, depending on the severity of the incident.
4. **Follow-Up:** The Club will monitor the situation to ensure that the bullying has ceased and that all individuals feel safe.

## 6. Disciplinary Actions

Violations of this policy may result in:

- Verbal or written warnings.
- Temporary suspension from team activities.
- Permanent removal from the team, depending on the severity of the incident.

## 7. Support Resources

Slavia FC recognizes the importance of providing support to those affected by bullying. Available resources include:

- **Report Safe Sport:** A confidential service offering support and guidance - <https://cces.ca/report-safe-sport>.
- **BullyingCanada:** Offers support and resources for bullied youth via call/text: (877) 352-4497

## 8. Training and Education

Slavia FC will provide periodic training for coaches, players, and parents on recognizing, preventing, and addressing bullying. This includes:

- Workshops on promoting inclusivity and respect.
- Information sessions on the impact of bullying and strategies for intervention.
- Resources to support the mental well-being of all members.

## 9. Review and Evaluation

This policy will be reviewed bi-annually to ensure its effectiveness and relevance. Feedback from players, parents, and staff will be considered to make necessary improvements.

By implementing this policy, Slavia FC reaffirms its commitment to creating a positive and supportive environment for all participants, free from bullying and harassment.

---

Policy Name: Slavia Football Club's Anti-Bullying Policy

Policy Owner: Club's President

Policy Effective Date: June 30, 2025

Version 1.0 (Last Effective Date: N/A)

Next Review: On or before June 30, 2027