



LAKE ZURICH MAULERS YOUTH RUGBY CLUB **ANTI-BULLYING POLICY**

1. Policy Statement

The Lake Zurich Maulers Youth Rugby Club ("the Club") is committed to providing a **safe, positive, and inclusive environment** for all participants. Bullying of any kind is **unacceptable** and will not be tolerated.

All children and young people have the right to participate in rugby **free from intimidation, harassment, humiliation, or fear**. The Club recognizes that bullying can cause significant physical and emotional harm and is committed to preventing, identifying, and responding to bullying behavior promptly and effectively.

2. Scope

This policy applies to all club activities, whether on or off the field, including: training sessions and matches, team travel and tournaments, social events and team functions, online activity and electronic communication.

This policy applies to: players, coaches, assistant coaches, club admin, club volunteers, parents/guardians, spectators and supporters.

3. Definition of Bullying

Bullying is defined as repeated and/or severe behavior that is intended or likely to hurt, control, intimidate, or diminish another person, emotionally, physically, socially, or psychologically.

Bullying may occur:

- Between players
- From adults to children
- From children to adults
- In person or online
- On or off the field during Club-related activities
- From adults to adults

4. Forms of Bullying

- **Physical Bullying**
 - Hitting, pushing, tripping, kicking, or unwanted physical contact
 - Throwing objects or equipment at another person
 - Physical intimidation or threats
- **Verbal Bullying**
 - Name-calling, mocking, teasing, or ridicule
 - Insults related to ability, appearance, race, gender or background
 - Threats of harm or exclusion
- **Social/Relational Bullying**



- Deliberate exclusion or isolation
- Spreading rumors or false information
- Encouraging others to exclude or target an individual
- **Cyber Bullying**
 - Harassment via text messages, social media, email, or online platforms
 - Sharing or posting harmful, humiliating, or inappropriate content
 - Impersonation or online intimidation
- **Sexualized or Discriminatory Bullying**
 - Bullying based on gender, sexual orientation, gender identity, race, religion, disability, or ethnicity
 - Sexual comments, gestures, or taunts

5. Responsibilities

- The Club
 - Promote a culture of respect and inclusion
 - Educate coaches, players, and parents about bullying prevention
 - Take all reports seriously and act promptly
- Coaches and Volunteers
 - Set clear expectations for behavior
 - Act immediately when bullying is observed or reported
 - Never ignore or minimize concerns
- Players
 - Treat teammates, opponents, and officials with respect
 - Speak up if bullying is witnessed or experienced
- Parents and Guardians
 - Support the Club's anti-bullying standards
 - Report concerns appropriately
 - Model respectful behavior on the sidelines and online

6. Reporting Bullying

Any instance of bullying should be reported as soon as possible. They may be reported to the coach, Club Welfare Office (CWO), the Club President or a Board Member.

Individuals reporting bullying will be taken seriously, treated with confidentiality where possible, and will not face retaliation.

7. Responding to Bullying

When bullying is reported or observed, the Club will:

- Listen carefully to all parties involved
- Assess the nature and severity of the behavior
- Take appropriate, proportionate action

Actions may include:

- Education and mediation



- Verbal or written warnings
- Temporary suspension
- Removal from the team/Club in serious or repeated cases

Adult-to-child bullying will be treated as a serious safeguarding concern and escalated immediately.

8. False or Malicious Allegations

No action will be taken against any individual who raises concern in good faith, even if the allegation is not substantiated. However, malicious or intentionally false allegations may be subject to disciplinary action as determined by the Clubs Board of Directors.

9. Policy Review

This policy will be reviewed annually or as required by the Club Board of Directors.