

HARASSMENT, ANTI-BULLYING & ZERO TOLERANCE POLICY

Statement of Intent

DBJR Cheer League is committed to providing an environment in which all individuals or organizations involved with DBJR Cheer League are treated with respect. Membership and registration with DBJR Cheer League as well as participation in its activities, brings many benefits and privileges. At the same time, registrants and or organizations are expected to fulfill certain responsibilities and obligations including but not limited to complying with DBJR Cheer Leagues By-Laws, Policies and Procedures. Irresponsible behavior by members, parents, volunteers, administrators, staff members, contractors or officers can result in severe damage to the integrity of DBJR Cheer League. Conduct that violates these values may be subject to sanctions pursuant to this Policy.

Objectives of the DBJR Cheer League Anti-Bullying Policy

- Bullying will not be tolerated.
- All players, coaches, and parents of DBJR Cheer League should have an understanding of what bullying is.
- All managers and coaching staff should know what DBJR Cheer League policy is on bullying and follow it when bullying is reported.
- All players should know what DBJR Cheer League policy is on bullying and what they should do if bullying occurs or is suspected.
- As an organization we take bullying seriously. Players and parents should be assured that they will be supported when bullying is reported.

Definition of “bullying”

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying consist of three basic types of abuse – Emotional, verbal and physical. Bullying can be and does include:

- Verbal bullying including derogatory comments, lies, false rumors, teasing, ridicule and bad names.
- Emotional bullying includes being unfriendly, 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 color, 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. Social networking exposure can be the use of pictures without permission or to derate another person, unkind words about anyone affiliated with DBJR Cheer League, such as coaches, players, cheerleaders, parents, board members, etc.

Signs and indicators of bullying

A player may indicate he or she is being bullied by signs or behavior, adults should be aware of these possible signs and should investigate if a player:

- Says he or she is 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
- In some more severe situations, other indicators can include:
- Cry them-selves 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)

Directions for coaches/managers noticed that a payer 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 behavior
- Never approach another parent directly
- Do not encourage your player to retaliate
- Contact the DBJR Cheer League administration immediately

Procedures

1. Immediately report the bullying incidents/behavior to DBJR Cheer League. A complaint can be communicated verbally, initially, to a DBJR Cheer League Board Member but must be followed up in writing (letter and/or email). DBJR Cheer League Incident Form should be submitted to DBJR Cheer League via DBJR Cheer League's Administrator who can be reached via email or phone.
2. DBJR Cheer League will take every concern seriously, investigate the issue and report back to you in a timely manner.
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) who is bullying from DBJR Cheer League until a suitable process has been met through league policy.
6. A record will be kept on the incident(s), investigation and any action(s) taken.
7. The bully (bullies) will be placed on probationary period with DBJR Cheer League for the remainder of the season.

DBJR Cheer League Zero Tolerance Policy

DBJR Cheer League is a strong supporter of making sport safe for its youth. This policy is to help ensure the safety and enjoyment of cheerleading for all, by condemning all forms of abuse - verbal, physical, emotional cyberbullying, and sexual – while attempting to protect individuals from abuse. DBJR Cheer League supports zero tolerance as it relates to all forms of abuse: verbal, physical, emotional, cyber, and sexual. All relationships within DBJR Cheer League context – whether involving members of the Board Members, coaches, volunteers, players, parents/family members, supporters or referees – must be based on mutual trust and respect. Any act of abuse is a betrayal of that trust. DBJR Cheer League will investigate and act upon all complaints or reports of inappropriate behavior. This Zero Tolerance

Policy attempts to respect diverse individual and cultural viewpoints while protecting individuals from real or perceived abuse.

Definitions of Abuse:

1. Verbal Abuse – Verbal abuse includes remarks that are rude or threatening in nature and that tend to demoralize or demean another person. Words that degrade another person constitute a form of verbal abuse. Verbal abuse includes racial or ethnic insults. All complaints of verbal abuse will be investigated by DBJR Cheer League and may be reported to police with the consent of the victim or, in the case of a minor, a parent.
2. Physical Abuse – Physical abuse refers to inappropriate behavior such as punching, pushing, slapping, kicking, spitting or pinching another individual. All complaints of physical abuse will be investigated by DBJR Cheer League and may be reported to police with the consent of the victim or, in the case of a minor, a parent.
3. Emotional Abuse – Emotional abuse signifies the lack of sensitivity on the part of anyone associated with DBJR Cheer League towards another individual. Club officials (Board members, coaches, and managers) should be aware of the power that is inherent in such positions and strive for sensitivity in dealing with individuals in positions of supervision (players, DBJR Cheer League staff, volunteers) and with parents. Emotional abuse includes racial, physical or ethnic insults. All complaints of emotional abuse will be investigated by DBJR Cheer League.
4. Cyberbullying - The use of technology to harass, threaten, embarrass, or target another person. Online threats and mean, aggressive, or rude texts, tweets, posts, or messages all count. So does posting personal information, pictures, or videos designed to hurt or embarrass someone else. The use of social media to air your issues with DBJR Cheer League is also considered Cyberbullying. Please reach out to the coaches and Board Members, we want to help with all issues in a personal, face to face, environment.

5. Sexual Abuse – Sexual shall be defined as: sexual intercourse or other forms of physical sexual relations between at least one individual associated with DBJR Cheer League and another person where the activity is not consensual all sexual intercourse or other forms of sexual relations with a minor touching of a sexual nature and behavior or remarks of a sexual nature DBJR Cheer League will immediately report all complaints of sexual abuse to the police.

Reporting Guidelines and Procedures:

1. Violations of the Zero Tolerance Policy should be reported immediately to the DBJR Cheer League by the victim(s) and/or by those close to them (a parent, a teammate, a coach etc.).
2. A complaint can be communicated verbally, initially, to the board but must be followed up in writing (letter and/or email).
3. DBJR Cheer League Incident Form sent to DBJR Cheer League via email. If the complaint involves physical or sexual abuse, DBJR Cheer League will contact the police if the individual alleging abuse has not already done so and with the individual's consent.
4. All complaints of abuse will be immediately investigated by DBJR Cheer League.
5. All complaints to DBJR Cheer League must be in written form before a complaint is dealt with. However, DBJR Cheer League will immediately report criminal activities to the police (with the consent of the individual alleging abuse) without a written complaint.
6. Once a written complaint has been filed with DBJR Cheer League, a discipline committee consisting of at least three Board members will discuss the complaint with the individual alleging abuse (note: in the case of sexual abuse, DBJR Cheer League may designate a DBJR Cheer League Board Member of the same gender as the individual alleging abuse to contact the victim).
7. A Board member assigned to lead the investigation into the complaint will schedule a Discipline Hearing within seven (7) business days of notice in the individual(s) whom the complaints have been filed against. The individual(s) who are named on the complaint shall be contacted by email and requested to appear at the Discipline Hearing.
8. In the case of Physical Abuse such as fighting, kicking, etc. the Discipline Committee will decide between either a Discipline by Review or Discipline by Hearing process to determine appropriate penalties and/or suspensions.
9. Discipline shall be heard by three (3) Board members.
10. The Board members shall hold a hearing and invite the individual(s) named on the complaint to be present at the hearing. Only individuals called by the Board shall be allowed to participate in a hearing. The Board shall then deliberate following the meeting with the individual(s) who are named on the complaint.
11. The decision shall be communicated to the individual alleging abuse and the individual named in the complaint within seven (7) working days of the Hearing.
12. Penalties for contravening the Zero Tolerance Policy can range from a permanent suspension from DBJR Cheer League, suspension for a specified period, and a probationary period where the individual can continue with DBJR Cheer League. All committee decisions are final.
13. Individual(s) who are charged with a criminal offense involving DBJR Cheer League related incidents shall be immediately suspended from DBJR Cheer League pending

resolving of the charges. No Discipline Hearing shall take place when an individual is facing criminal charges DBJR Cheer League related incidents. DBJR Cheer League members who are convicted of a Criminal Code of United States offense are subject to suspension or removal.

14. Any individual who is convicted of a criminal offense resulting from sexual or physical abuse shall be banned for life from DBJR Cheer League.
15. Individual(s) who violate the Zero Tolerance Policy for non-criminal activities may apply for reinstatement in writing DBJR Cheer League one month prior to the end of a time specified penalty.

This Zero Tolerance Policy applies to:

- All members of DBJR Cheer League Board
- All coaches
- All players
- All parents/family members/guardians/caregivers
- All referees
- All volunteers

All DBJR Cheer League Board Members, volunteers, coaches, managers, and referees must sign a form acknowledging their understanding and acceptance of the Zero Tolerance Policy. This Zero Tolerance Policy shall be posted on the DBJR Cheer League 's website and communicated to parents and players at the beginning of every program cycle. Ignorance of the Zero Tolerance Policy shall not be considered a valid defense against a complaint.