

# Chatham Pool Sharks

## Harassment, Bullying, and Abuse Policy

Section	Risk Management
Subject	Harassment, Bullying and Abuse Policy
Authorized by	Board of Directors

It is the policy of the Chatham Pool Sharks (CYPS) that there be no harassment, abuse or bullying of any participant in any of its programs.

CYPS seeks to provide a safe, healthy and rewarding sporting environment for its swimmers, families, coaches, officials, and volunteers. Harassment and bullying will not be tolerated within CYPS.

CYPS expects every athlete, coach, official, parent, director, volunteer, and employee within CYPS to take reasonable steps to safeguard the participants against harassment, abuse and bullying. It is the responsibility of a director, coach, volunteer, parent, official, or any person within CYPS to take immediate and appropriate action to report incidents of harassment of any type, whether brought to their attention or personally observed.

### Definition of Harassment

Harassment occurs when a person is subjected to unwelcome verbal or physical conduct because of race, religious beliefs, colour, place of origin, gender, physical or mental disability, age, ancestry, place of origin, marital status, source of income, family status or sexual orientation.

### Definition of Bullying

Bullying describes behaviours that are similar to harassment, but occur between child and youth that are not addressed under human rights laws. Bullying is intentionally hurting someone in order to insult, humiliate, degrade or exclude him or her. Bullying can be broken down into five categories:

#### Physical Bullying:

Hitting, shoving, kicking, spitting on, grabbing, beating others up, damaging or stealing another persons property

#### Verbal Bullying:

Name calling, hurtful teasing, humiliating or threatening someone, degrading behaviors; may happen over the phone, through text messaging or chat rooms, through social media sites, in notes or in person.

#### Relational Bullying:

Trying to cut off victims from social connection by convincing peers to exclude or reject a certain person  
This may happen in person, over the phone, or through the computer.

#### Reactive Bullying:

Engaging in bullying as well as provoking bullies to attack by taunting them

#### Cyber Bullying:

Involves the use of information and communication technologies such as email, cellphones and text messaging, camera phones, instant messaging, social networking sites, defamatory personal websites, to support deliberate, repeated and hostile behavior by an individual or group that is intended to harm others, threaten, harass, embarrass, social exclude or damage reputations and friendships.

### Procedure

If you are being harassed or bullied:

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1. Tell the harasser/bully that their behaviour is unwelcome and ask them to stop.
2. Keep a record of incidents (date, times, locations, possible witnesses, what happened, your response). You do not have to have a record of events in order to make a complaint, but a record can strengthen your case and help you remember details over time.
3. Make a complaint. If, after asking the harasser to stop their behaviour, the harassment continues, report the problem in writing to one of the following individuals:
  - a. Board member
  - b. Head Coach

### Complaint Process:

1. Once a complaint is received, an investigation will be undertaken immediately and all necessary steps taken to resolve the problem. CYPS cannot guarantee complete confidentiality as information may be shared in an effort to resolve the complaint.
2. Both the complainant and the alleged harasser will be interviewed, as will any individuals who may be able to provide relevant information. All information will be kept in confidence.
3. If the investigation reveals evidence to support the complaint of harassment, the harasser will be disciplined appropriately. Discipline may include a range of severity including but not limited to suspension or dismissal from CYPS.
4. Regardless of the outcome of a harassment complaint made in good faith, the person lodging the complaint, as well as anyone providing information, will be protected from any form of retaliation by board members, coaches, staff or volunteers

### Definition of Abuse

Child abuse is any form of physical, emotional and /or sexual mistreatment or lack of care which causes physical injury or emotional damage to a child. A common characteristic of all forms of abuse against children and youth is an abuse of power or authority and/or breach of trust. Abuse is an issue of child protection. Protection refers to provincial, territorial or Aboriginal band-appointed child protective services. A child may be in need of protection from harm if abuse or neglect is suspected.

*The Child and Family Services Act (CFSA) recognizes that each of us has a responsibility for the welfare of children. We all share a responsibility to protect children from harm. This includes situations where children are abused or neglected in their own homes. Ontario's Child and Family Services Act (CFSA) provides for protection for these children.*

*Section 72 of the Act states that the public, including professionals who work with children, must promptly report any suspicions that a child is or may be in need of protection to a children's aid society (CAS). The Act defines the phrase "child in need of protection" and explains what must be reported to a CAS. It includes physical, sexual and emotional abuse, neglect, and risk of harm. Source: Ontario Ministry of Children and Youth Services*

Information about one's legal duty to report and circumstances under which reporting must occur according to child protection legislation is available at

<http://www.children.gov.on.ca/htdocs/English/documents/topics/childrensaidd/Reportingchildabuseandneglect.pdf>