

# FC METRO

## Anti-Bullying Policy

### CLUB STATEMENT

Bullying of any kind is unacceptable and will not be tolerated at FC Metro.

It is our intent to create the best possible environment and soccer experience for all of the Players within our Programs as we aim to provide a caring, friendly, safe and harassment free sporting environment.

It is the responsibility of all Club Staff, Board Members, Coaches/Assistant Coaches, Team Managers, Referees, Parents and other volunteers alike to all take reasonable steps to safeguard the welfare of FC Metro Players and to protect them from any form of maltreatment.

FC Metro is committed to investigating reported incidents of bullying, harassment and/or abuse in a prompt, objective, and sensitive manner taking necessary corrective action and providing appropriate support for victims. No individual shall be penalized in any way for making a complaint or giving evidence in a bullying or harassment investigation.

### WHAT IS BULLYING?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. It is done to intimidate, coerce, fear, control, embarrass or exclude.

Bullying can be:

- Emotional: being unfriendly, excluding (emotionally and physically), sending hurtful text messages, tormenting, (e.g. hiding cleats/clothing, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence in any way
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on, the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing

Bullying may be:

- Planned or unintentional
- Individual or group action(s)
- Of an isolated or continual nature

### WHY IS IT IMPORTANT TO RESPOND TO BULLYING?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Athletes who are bullying need to learn different ways of behaving.

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### RECOMMENDED ACTIONS IF YOU ARE BULLIED

1) You may try to deal with it yourself – but don't feel you have to, you will be supported.

- Stay calm
- Ignore it (use self-talk and remember often those who bully are disguising their own problems) and walk away.
- Ask them to stop
- Identify a network of trusted adults or peers you can talk to, seek support from your network - it is good to let someone know what is happening.

*If this does not stop the bullying, persist!*

2) You may choose to confront the person

- Take a support person (ex. a friend, Coach, or an older athlete)
- Stand up for yourself - let them know how it makes you feel.
- Tell them you don't like what they are doing and you want it to stop.
- Tell them they are breaking association rules that the association will enforce.

*If this does not stop the bullying, persist!*

3) You may seek help - you will be supported

- go to an association official, coach, parent, another adult
- tell the adult everything.
- *Keep on telling until the bullying stops!*

### PROCEDURE

- 1) Report bullying incidents to Club Staff, Board Members, Coaches/Assistant Coaches, Team Managers, Parents or any Club Volunteer
- 2) Coach/adult needs to contact the Club immediately
- 3) Parents should be informed and will be asked to come in to a meeting to discuss the problem
- 4) If necessary and appropriate, police will be consulted
- 5) The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- 6) An attempt will be made to help the bully (bullies) change their behaviour
- 7) If mediation fails and the bullying is seen to continue the Club will initiate appropriate disciplinary action