



Bowen Island Football Club

Anti Bullying Policy

Bowen Island Football Club adheres to this Anti-Bullying Policy to help guide and protect the children that participate in our activities as players, referees, coaches or in any other capacity. Bullying can be defined as intentional hurtful and aggressive behavior that makes others feel uncomfortable, scared, or upset, and it is the responsibility of the club, our staff, and volunteers to create a safe, free of bullying soccer environment.

**Resources below were provided by the Government of British Columbia*

IMPORTANCE OF AN ANTI-BULLYING POLICY

According to the data provided by the Provincial Government, 1 in 3 Canadian teens say they have been bullied recently and almost half of Canadian parents say their kid has been bullied at some point.

A person who shows bullying behavior usually picks on another person's culture, disability, ethnicity, gender identity, looks, religion, or sexual orientation - children who identify as lesbian, gay, bisexual, trans-identified, two-spirited, queer, or questioning (LGBTQ) are discriminated against three times more than heterosexual students.

The effects of bullying can be traumatic and long-lasting, affecting even adulthood by causing extended psychological harm.

DEFINING BULLYING

It is important to know the difference between bullying and single acts of aggression or conflict. Not all mean or rude behavior or conflict is bullying. Understanding the difference helps when it comes to knowing how to intervene.

Bullying is a persistent pattern of unwelcome or aggressive behavior that hurts others physically and/or emotionally. For a situation to be considered bullying, three indicators are usually present:

- **Power** – children who bully acquire their power through physical size and strength, by status within the peer group, and by recruiting support of the group.
- **Frequency** – bullying is not a random act. It is this factor that brings about the anticipatory terror in the mind of the child being bullied that can be so detrimental and have the most debilitating long-term effects.
- **Intent to harm** – children who bully generally do so with the intent to either physically or emotionally harm the other child.



A person who shows bullying behavior says or does something intentionally hurtful to others and they keep doing it, with no sense of regret or remorse – even when it is obvious that they have hurt a person or when they are asked to stop.

TYPES OF BULLYING

- **Physical** – hitting, kicking, tripping, pinching, pushing, damaging property.
- **Verbal** – name-calling, insulting others, teasing, intimidating others, making homophobic or racist comments, verbal abuse.
- **Social and emotional (or relational)** – doing things to harm someone else’s reputation or make them feel embarrassed or humiliated by lying, spreading rumors, making mean gestures or jokes, excluding someone.
- **Cyber** – teasing or humiliating a person online using social media, cruel websites (e.g., posting photos of others on rating websites), video games, instant message, or texting. Cyberbullying is constantly evolving and changing with modern technologies, and it can reach a child even in the privacy of their own home.

SIGNS THAT A CHILD IS BEING BULLIED

Kids who are being bullied by others will often display a change in behavior or emotions, like:

- Not wanting to go to school or participate in extra-curricular activities.
- Anxious, fearful or overreactive.
- Having low self-esteem and making negative comments about themselves or a former friend.
- Regular complaints of stomachaches, headaches, and other physical symptoms without any cause.
- Less interest in school or soccer.
- Injuries, bruising, damaged clothing, or broken items.
- Unhappy and irritable.
- Trouble sleeping, nightmares, bedwetting.
- Frequently crying.
- Threatens to hurt themselves or others.
- Significant changes in social life (i.e., no one is calling or inviting them out).

SIGNS THAT A CHILD IS ENGAGING IN BULLYING BEHAVIOUR

Kids who exhibit bullying behavior may show signs that they are using power aggressively, such as:

- Little concern for the feelings of others.
- Aggressive with siblings, parents, teachers, friends, and animals.



- Bossy and manipulative to get their own way.
- Coming home with unexplained objects or extra money.
- Being secretive about possessions, activities or where they have been.
- Easily frustrated and quickly angered.
- Believe aggression is an acceptable way to resolve conflicts.
- Abuse others physically or verbally.
- Get into fights and blame others for starting them.
- Have a need to dominate others.
- Have two or three friends who are also aggressive.
- Hang out with increasingly younger children.
- Being quick to interpret accidents or neutral events as deliberate hostile acts.

BOWEN ISLAND FOOTBALL CLUB ANTI-BULLYING REPORTING PROCEDURE

The following procedure shall be used when bullying is experienced:

1. Report Bullying incidents to the Club's Technical Director or a member of the Club's staff.
2. All reports of Bullying shall be formally documented.
3. Parents should be informed and will be asked to come to a meeting to discuss the problem.
4. If necessary and appropriate, the RCMP will be consulted.
5. The bullying behavior 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 behavior.
7. If mediation fails and the bullying is seen to continue the Club will initiate disciplinary action.

From Canada Soccer's Guide to Safety: *"There is no express time limit for initiating a complaint, but every effort should be made to quickly bring the complaint to the attention of the appropriate organizational leadership to stop the bullying behavior as soon as possible and to make sure that memories are fresh, and behavior can be accurately recalled"*.

BOWEN ISLAND FOOTBALL CLUB ANTI-BULLYING CONFLICT RESOLUTION

If the Club decides it is appropriate to deal with the situation, the Club will follow the conflict resolution procedure outlined below:

1. Reconciliation by bringing the parties together. It may be that a genuine apology solves the problem.
2. If this fails/not appropriate a small panel (made up from the Club staff and any volunteers involved) should meet with the parent and child alleging bullying to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.
3. The same persons should meet with the alleged bully and parent(s) and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.



4. If bullying has in their view taken place the individual should be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between the parties is appropriate at this time.
5. In some cases, the parent of the bully or bullied player can be asked to attend training sessions, if they are able to do so, and if appropriate. The Club committee should monitor the situation for a given period to ensure the bullying is not being repeated.
6. All coaches involved with both individuals should be made aware of the concerns and outcome of the process i.e. the warning.
7. More serious cases may be referred to the RCMP.

BC SOCCER ALIGNMENT

All **Bowen Island Football Club** policies must align with **BC Soccer's Bylaws, Rules & Regulations**, and applicable **Policies** and procedures.