

## **Anti-Bullying Policy**

Lake Bonavista Hockey has zero tolerance for bullying.

If you have need of reporting an incident, please contact the Head Coach or Team Manager. If you do not feel comfortable reporting to the Head Coach or Team Manager, please contact either your Division Coordinator or the Registrar.

Bullying is defined as a conscious, willful, deliberate and repeated hostile activity marked by an imbalance of power, intent to harm, and/or a threat of aggression. Bullying can occur in many forms including:

Verbal Bullying – Name-calling, sarcasm, teasing, spreading rumors, threatening, making negative references to one's culture, ethnicity, race, religion, gender, sexual orientation, and sexual comments;

Social Bullying – Mobbing, scape goating, excluding others from a group, ganging up on and group teasing;

Physical Bullying – Hitting, poking, pinching, chasing, shoving, coercing, destroying or stealing belongings, sexual touching and hazing;

Cyber Bullying – Using the Internet or text messaging to intimidate, put-down spread rumors or make fun of someone.

These forms of bullying can leave lifelong scars with the victims involved including children feeling lonely, frightened and depressed. Our intention is to provide a respectful and safe environment for all members within the Lake Bonavista Hockey Association.

## **Bullying Enforcement**

Hockey Calgary has instituted many rules around bullying behavior. In all cases, the Hockey Calgary rules and regulations supersede this internal document. The Lake Bonavista Hockey Disciplinary Committee, on a case-by-case basis, will automatically review any reported incident of bullying towards players, coaches, officials or parents. At a minimum the following zero-tolerance policy will be in effect:

1<sup>st</sup> offence – Form is to be completed and submitted to the Division Coordinator who will file it with the Association President, and the coach or team manager shall be responsible to notify the player of a 1 period suspension

2<sup>nd</sup> offence – Form is to be completed and submitted to the Division Coordinator who will file it with the Association President, and the Division Coordinator shall be responsible to notify the player of a one game suspension

3<sup>rd</sup> offence – Form is to be completed and submitted to the Division Coordinator who will file it with the Association President, and the player shall be suspended indefinitely from all team activities. The player and their parent(s) or guardian(s) shall have a meeting with the Lake Bonavista Hockey Disciplinary Committee to determine the length of the player suspension.

Depending on the seriousness of the bullying and circumstances, the Calgary Police Service can be used as a resource during the enforcement period.

This is not intended to be a new process for complaints about officiating or general hockey rules. The objective is to promote safety and to ensure acceptable behavior by players, coaches, officials and parents/guardians.

## **Process**

The following Bullying Incident Report form should be filled out by the team or association representative to ensure the association is informed of the situation.

Date/Time of incident:		Location:	
Is this a repeat or ongoing situation?			
Victim(s)			
Aggressor(s)			
Witness(es)			
Verbal Bullying	Name-calling, sarcasm, teasing, spreading rumors, threatening	Social Bullying	Mobbing, scape goating, excluding others from a group, ganging up on, teasing
Physical Bullying	Hitting, poking, pinching, chasing, shoving, coercing, destroying or stealing belongings, sexual touching and hazing;	Cyber Bullying	Using the Internet or text messaging to intimidate, put-down spread rumors or make fun of
Describe the Incident:			
Person reporting the issue:		Contact Info:	
Date Reported:			
Team/Association rep receiving the report:		Contact Info:	
Age Group Coordinator:		Safety Coordinator:	Association President:
Date Hearing Scheduled for:			