



## **Bow River Bruins Hockey Association (BRBHA)**

### **BULLY PREVENTION CODE OF CONDUCT FOR ATHLETES, PARENTS, COACHES AND OFFICIALS**

#### **Policies and Procedures**

Everyone has a right to feel safe, welcome and included in the BRBHA.

Bullying is a societal problem which is impacting an individual's wellbeing in all areas of school, work, sport, and home life. In the sporting world, bullying sometimes hides behind the disguise of teamwork and the push for excellence, so it's often difficult to pinpoint. Whether it is exhibited by athletes, parents, coaches or staff members, disrespectful behaviour has become a growing concern.

The BRBHA will not tolerate disrespectful or bullying behavior of any kind. All athletes, parents, coaches and associated members are expected to display a positive attitude, respectful behavior and support to all members of this organization whether at practice or at an external sporting venue. To ensure that a culture of bullying does not exist at the BRBHA, it is expected that all members read, understand and abide by the following Bully Prevention Code of Conduct.

#### **BULLY PREVENTION CODE OF CONDUCT**

---

Due to the pervasiveness of bullying in sports, the BRBHA takes a no-nonsense approach to all bullying behavior and ALL members will be held accountable for their behavior.

#### **The Definition of Bullying is:**

- Targeting an individual or group with repetitive and intentional negative actions.
- When one person has more power over others and those being targeted feel they are unable to defend themselves.
- *When* the person being targeted feels alone, afraid, or unwelcome in the organization.



## Types of Bullying

- **Physical Aggression:** pushing, grabbing, hitting, pinching, spitting, tripping, etc. Also includes destroying property and threatening.
- **Social Alienation:** gossiping, spreading rumors, intentionally excluding from a group.
- **Verbal Aggression:** name calling, put downs, swearing, screaming or yelling at a person.
- **Intimidation:** threatening others to do something, threatening with a weapon.
- **Sexual Harassment:** any comments or actions of a sexual nature that are unwelcome and make the recipient uncomfortable. Any words written or spoken, or action taken, that ridicules a person's gender, sexual orientation, or gender identification.
- **Racial/Ethnic/Religious Harassment** - offensive comments, jokes or behaviours that disparage or ridicule a person's race, ethnic, or religious background.
- **Cyber Bullying:** using technology to frighten, embarrass, exclude or damage another person's reputation. Can include emails, chat rooms, photographs, social media, text messages, etc.

## **POLICIES AND PROCEDURES**

Bullying will not be tolerated at the BRBHA: the above definition and types of bullying fall under this portion of the Code of Conduct. If it is determined that **repeated and intentional** disrespectful and negative behavior is occurring, the following steps will be taken:

- ❖ *Please note, depending on the severity of the incident, a formal investigation involving the Discipline Committee may commence immediately and steps may be skipped, possibly resulting in immediate suspension or expulsion from the sport organization.*

### **STEPS IN DEALING WITH ATHLETES WHO DISPLAY BULLYING BEHAVIOR:**

Step 1: The athlete(s) Head Coach/Manager will meet separately with the athlete(s) and parents named as displaying the bullying behavior. The Head Coach/Manager will review the code of conduct with the athlete(s) and their parent(s). If it is determined the athlete is in violation of the code, the athlete will be instructed to stop the behaviors and the Head Coach/Manager will determine an appropriate consequence. The Head Coach/Manager will **document** the incident and forward the report to the Age Group Coordinator. If the initial complaint brought forward is serious or complex in nature, Step 1 may be omitted, at the discretion of the Head Coach/Manager, and proceedings will start at Step 2 below.

Step 2: If step one is not successful in resolving the issue or mitigating the problem, the Age Group Coordinator will start investigation procedures. The Head Coach/Manager, parent(s), and the athlete(s) will meet with the Age Group Coordinator and an appropriate consequence will be determined. The athlete and parents will be notified that a subsequent incident will result in a formal meeting with the Discipline Committee. The incident will be formally **documented** and filed with the Board of Directors. Step 1 and 2 may be omitted, at the discretion of the coach and/or board and proceedings will start at Step 3 below.



Step 3: If the bullying issue is not resolved athlete(s), parent(s), coaches and Age Group Coordinator (as applicable) will appear before the Discipline Committee to determine suspension or removal from the organization. The meeting is **documented** and filed with the Board of Directors.

Step 4: Athlete is deemed to be no longer a Member in Good Standing and thus is suspended or removed from the organization and the suspension or removal process is **documented and filed with the Board of Directors.**

- *At any point, the police may become involved due to the severity of the incident.*

#### **STEPS IN DEALING WITH PARENTS DISPLAYING BULLYING BEHAVIOR**

Step 1: If a parent is repeatedly displaying bullying behavior, any individual can report the incident to a Head Coach/Manager. The Head Coach/Manager and parent will meet and the parent will be advised that they are immediately required to stop the behaviors. The parent will be given notice that if behavior continues, they will not be allowed on site of the sporting venue during practice and /or competitions for a period of time or indefinitely. The incident is **documented** and filed with the Age Group Coordinator.

Step 2: If the bullying issue is not resolved, the parent, Head Coach, Manager and Age Group Coordinator (as applicable) will appear before the Discipline Committee to determine suspension or removal from the organization. The meeting is **documented** and filed with the Board of Directors.

Step 3: The Parent is deemed to be no longer a Member in Good Standing and thus is suspended or removed from the organization and the suspension or removal process is **documented and filed with the Board of Directors.**

- *At any point, the police may become involved due to the severity of the incident.*

#### **STEPS IN DEALING WITH A COACH WHO IS DISPLAYING BULLYING BEHAVIOR**

---

Step 1: The Parent and/or athlete will talk directly to the coach who is displaying the bullying behavior with the Team Manager and inform them of the incident(s). The Manager will **document** the meeting and all incidents of negative behavior and a copy is forwarded to the Age Group Coordinator.

Step 2: If the parent and/or athlete feel that the issue has not been resolved, the parent and/or athlete will meet with the Head Coach, Manager, Age Group Coordinator and the coach displaying the bullying behavior. The meeting is **documented** and filed with the Discipline Committee. The coach will be given notice that if behavior continues, they will be removed from their role as coach and be subject to further disciplinary actions.



Step 3: The coach involved will appear before the Discipline Committee to determine suspension or removal from the organization. The meeting is **documented** and filed with the Board of Directors.

Step 4: Coach is terminated from his or her position. Meeting is **documented and forwarded to the Board of Directors.**

- At any point, the police may become involved due to the severity of the incident.

**IMPORTANT:** In the event that a bullying complaint is made and/ or an investigation is required, whether it be for an athlete, parent, coach, or other member of the sporting organization, only those involved in the investigation will be advised of the complaint outcome. Parties to the incident will be interviewed individually by the investigator, along with anyone else who may be able to provide relevant information.

- o Retaliation against any individual for reporting an incident under this Code is a violation of this policy and will not be tolerated. Any retaliatory action should be reported immediately to the Discipline Committee.
- o Similarly, a false accusation is a serious matter. A person making a false statement may face serious consequences.
- o If an incident of high severity occurs, it is up to the Discipline Committee as to whether steps can be skipped and/or an individual is removed immediately from the organization. Incidents of high severity would include: breaking the law, inflicting physical injury, sharing of sexual images on-line, exploitation of a minor, and others.
- o At any point in the process of a complaint, the police may become involved depending on the severity and/or nature of the complaint.

Updated: November 2021