



## LONDON UNITED COMPETITIVE SOCCER

A Non-Profit company incorporated under the laws of the Province of Ontario

[www.londonutd.ca](http://www.londonutd.ca)

## HARASSMENT POLICY

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London United Competitive Soccer Club Harassment Policy is geared to ensure that everyone is treated fairly and with respect. This policy has a zero tolerance for any types of behavior which include, but are not limited to:

- a. Unwanted physical contact;
- b. Written or verbal abuse or threats;
- c. Leering or any other suggestive or obscene gestures;
- d. Any display of material which offensive;
- e. Unwelcome remarks, jokes, comments, innuendo's or taunting about a person's looks, body, age, race, attire, gender, sexual orientation or religion;
- f. Retaliation or threats stemming from an individual who reports harassment;
- g. Any behavior towards an individual or group that creates a negative or hostile environment;
- h. Physical or sexual assault
- i. Unwelcome advances including flirtations, requests or invitations;
- j. Any behavior that is condescending, paternalistic, patronizing which is intended to undermine self-esteem, diminish performance or adversely affect the working environment.
- k. Any form(s) of hazing.

### MEMBERS DUTY TO REPORT

All LLCSC Members (employees, team personnel, players, and parents/guardians) with reasonable grounds to suspect an individual is or may be suffering from harassment must immediately report this suspicion and the factual information on which it is based to the proper authorities. This authority could be LLCSC Club Administrator, LLCSC President, Team personnel, LLCSC Employee, Parent, Child and Family Services or the local police department. Any reporting to be in writing via email: [atlauterbach@gmail.com](mailto:atlauterbach@gmail.com)

### HARASSMENT POLICY

LLCSC, as a Member of Ontario Soccer, is committed to adhering to the Ontario Soccer's published Harassment Policy.

Section 1.0 – GENERAL of the Ontario Soccer policy is as follows:

1. Ontario Soccer is committed to providing a sport and work environment in which all individuals are treated with respect and dignity. Each individual has the right to participate and work in an environment that promotes equal opportunities and prohibits discriminatory practices.
2. Harassment is a form of discrimination. Harassment is prohibited by the Canadian Charter of Rights and Freedoms and by Human Rights Legislation in every province and territory of Canada.
3. Harassment is offensive, degrading and threatening. In its more extreme forms, harassment, in particular sexual harassment can be an offence under Canada's Criminal Code.
4. Whether the harasser is a director, supervisor, employee, coach, volunteer, parent or athlete, harassment is an attempt by one person to assert abusive, unwarranted power over another.
5. Ontario Soccer is committed to providing an environment free of harassment on the basis of race, national or ethnic origin, color, religion, age, sex, sexual orientation, marital status, family status or disability.
6. This policy applies to all employees as well as to all directors, officers, volunteers, coaches, referees, administrators, athletes and members or registrants of Ontario Soccer.
7. This policy applies to harassment that may occur during the course of all Ontario Soccer business, activities and events. It also applies to harassment between individuals associated with Ontario Soccer but outside Ontario Soccer business, activities and events when such harassment adversely affects relationships within Ontario Soccer's work and sport environment.
8. In keeping with this policy, Ontario Soccer encourages the reporting of all incidents of harassment regardless of who the harasser may be and is committed to a process that is widely published in the soccer community, available to all participants and easy to follow and implement.
9. Notwithstanding this policy, any person who experiences harassment continues to have the right to seek assistance from the Provincial Human Rights Commission, even when steps are being taken under this policy. Note: The full Harassment Policy is available on request.

Every member and registrant of Ontario Soccer has a responsibility to play a part in ensuring that the Ontario Soccer sport environment is free from harassment. This means not engaging in, allowing, condoning or ignoring behavior contrary to this policy. In addition, any member or registrant of Ontario Soccer who believes that a fellow member or registrant has experienced or is experiencing harassment is encouraged to notify a Harassment Officer appointed under this policy.

## Anti-Bullying Policy

### 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

Bullying can be :

- **Emotional** being unfriendly, excluding (emotionally and physically) sending hurtful text messages, tormenting, (e.g. hiding soccer boots/shin guards, threatening gestures)
- **Physical** pushing, kicking, hitting, punching or any use of violence

- **Sexual** unwanted physical contact or sexually abusive comments
- **Verbal** name-calling, sarcasm, spreading rumours, teasing

### **Cyberbullying**

This is when a person uses technology i.e. mobile phones or the internet (social networking sites, chat rooms, instant messenger, tweets), to deliberately upset someone. Bullies often feel anonymous and 'distanced' from the incident when it takes place online and 'bystanders' can easily become bullies themselves by forwarding the information on. There is a growing trend for bullying to occur online or via texts – bullies no longer rely on being physically near to the young person.

### **Trolling**

This is the name given to posting deliberately offensive comments on people's social media pages aimed at causing upset and distress. This type of behaviour could result in legal action.

### **Our Commitment**

London United Competitive Soccer Club commits to ensure our website websites and/or social networking pages are being used appropriately and any online bullying will be dealt with swiftly and appropriately in line with procedures detailed in this policy.

### **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.

Individuals who are bullying need to learn different, more appropriate, ways of behaving

This club has a responsibility to respond promptly and effectively to issues of bullying

### **Objectives of this Policy**

- All club members, coaches, officials and parents should understand what bullying is
- All club members, officials and coaching staff should know what the club policy is on bullying and follow it when bullying is reported
- All players and parents should know what the club policy is on bullying, and what they should do if bullying arises
- As a club we take bullying seriously. Players and parents should be assured that they would be supported when bullying is reported
- Bullying will not be tolerated

### **Signs and Indicators**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- says he or she is being bullied
- is unwilling to go to club sessions
- becomes withdrawn anxious, or lacking in confidence
- continually feels ill before training sessions
- comes home with clothes torn or training equipment damaged

- has possessions go “missing”
- asks for money or starts stealing money (to pay the bully)
- has unexplained cuts or bruises
- is frightened to say what’s wrong
- gives improbable excuses for any of the above.

**In more extreme cases:**

- starts stammering
- cries themselves to sleep at night or has nightmares
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- attempts or threatens suicide or runs away.

These signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated.

**Bullying as a result of any form of discrimination**

Bullying because of discrimination occurs when bullying is motivated by a prejudice against certain people or groups of people. This may be because of their gender, age, race, nationality, ethnic origin, religion or belief, sexual orientation, gender reassignment, disability or ability.

Generally, these forms of bullying look like other sorts of bullying, but in particular it can include:

- **Verbal abuse** – derogatory remarks about girls or women, suggesting girls and women are inferior to boys and men, or that black, Asian and ethnic minority people are not as capable as white people; spreading rumours that someone is gay, suggesting that someone is inferior and so they are “gay” – for example, “you’re such a gay boy!” or “those trainers are so gay!” Ridiculing someone because of a disability or mental health related issue, or because they have a physical, mental or emotional developmental delay. Referring to someone by the colour of their skin, rather than their name; using nicknames that have racial connotations; isolating someone because they come from another country or social background etc.
- **Physical abuse** – including hitting, punching, kicking, sexual assault, and threatening behaviour.
- **Cyberbullying** – using online spaces to spread rumours about someone or exclude them. It can also include text messaging, including video and picture messaging.

Discrimination is often driven by a lack of understanding which only serves to strengthen stereotypes and can potentially lead to actions that may cause women, ethnic minorities, disabled people, lesbian, gay, bisexual or transgender people, or people who follow specific religions or beliefs, to feel excluded, isolated or undervalued. Ensure that club members know that discriminatory language and behaviour will not be tolerated in this club.

If an incident occurs, members should be informed that discriminatory language is offensive, and will not be tolerated. If a member continues to make discriminatory remarks, explain in detail the effects that discrimination and bullying has on people. If it is a young person making the remarks their parents should be informed just as in any breach of the clubs Code of Conduct and this Anti-Bullying policy.

If a member makes persistent remarks, they should be removed from the training setting in line with managing challenging behaviour and the club welfare officer or club officials should talk to them in more detail about why their comments are unacceptable.

If the problem persists, the member should be made to understand the sanctions that will apply if they continue to use discriminatory language or behaviour.

Consider inviting the parents/carers to the club to discuss the attitudes of the youth member in line with the procedures detailed in this policy.

### **Procedures**

1. Report Bullying incidents to the Club Child Protection Liaison or a member of the clubs staff
2. Parents should be informed and will be asked to come in to a meeting to discuss the problem
3. If necessary and appropriate, the RCMP will be consulted
4. The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly
5. An attempt will be made to help the bully (bullies) change their behaviour
6. If mediation fails and the bullying is seen to continue the club will initiate disciplinary action under the club constitution.

### **Club Action**

If the club decides it is appropriate for them to deal with the situation, they will follow the procedure outlined below

- Reconciliation by getting the parties together. It may be that a genuine apology solves the problem
- If this fails/not appropriate a small panel (made up from 1<sup>st</sup> VP, Technical Director, Selected individuals from the LUSA Board of Directors) 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.
- 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.
- 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 parties is appropriate at this time.
- 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.
- All coaches involved with both individuals should be made aware of the concerns and outcome of the process i.e. the warning.
- More serious cases may be referred to the RCMP.

### **Prevention**

- The club have Code of Conducts, which include what is acceptable and proper behaviour for all members of which the anti bullying policy is one part.
- All club members and parents will sign to accept the Code of Conduct upon joining the club.
- The Club's Child Protection Liaison will raise awareness about bullying and why it matters, and if issues of bullying arise in the club, will consider meeting with members to discuss the issue openly and constructively.