



CANADA FIRST ACADEMY FOR SOCCER EXCELLENCE

≡ LONG TERM PLAYER DEVELOPMENT ≡

Bullying and Harassment Policies

Canada First Academy provides a safe, welcoming, and accessible sport environment, free of harassment, abuse, discrimination and physical punishment.

This policy describes the principles and practices of Ontario Soccer and Canada Soccer policies with regards to abusive behaviour towards participants.

Relationship to harassment/bullying policy

Some behaviours which are defined as abuse, when a child or youth's protection is at risk, can also constitute harassment or bullying, when the behaviour breaches human rights or appropriate relationship/conduct boundaries. CFA policies address the entire spectrum of abusive, bullying and harassing behaviours.

Statement of Purpose

CFA is part of the sporting community in our country that is committed to seeking better ways to keep our youth safe. Protecting participants from all forms of abuse and neglect, whether emotional, physical or sexual, is an important element of safety. CFA considers any form of abuse or neglect to be unacceptable and will do all it can to prevent this intolerable social problem. To this end, CFA will promote awareness of all forms of abuse and neglect by providing educational materials and programs for participants, parents, volunteers and staff members. Through the use of these strategies, CFA will send a clear message to all potential abusers and sexual predators that Soccer participants are not easy targets. CFA is committed to the highest possible standards of care for its participants.

Definition of BULLYING?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying consist of three basic types of abuse – emotional, verbal and physical.

Bullying can be and does include:

- Verbal bullying including derogatory comments, lies, false rumors, teasing, ridicule and bad names.
- Emotional bullying includes being unfriendly, sending hurtful or tormenting messages via social media forms.
- Bullying through social exclusion or isolation, being ignored and or left out
- Physical bullying includes pushing, kicking, hitting, punching or any other use of violence
- Being attacked because of their religion, race or colour, gender or sexuality including but not limited to taunts, graffiti, gestures etc...
- Sexually unwanted physical contact or sexually abusive comments
- Misuse of associated technology such as unwanted camera and video usage and social networking exposure

SIGNS AND INDICATORS

A player may indicate he or she is being bullied by signs or behaviour, adults should be aware of these possible signs and should investigate if a player:

- Says he or she is being bullied
- Is afraid or unwilling to go to training, practice or games
- Becomes withdrawn anxious, or lacking in confidence
- Feels ill before training sessions
- Is nervous and /or jumpy when a message is received (e.g. text, IM, phone, social network)
- Comes home with clothes torn or training equipment damaged
- 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 some more severe situations, other indicators can include:

- Cry them-selves to sleep at night or has nightmares
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Attempts suicide, runs away or hurts themselves deliberately (self harm)

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

WHY DO PLAYERS SOMETIMES BULLY OTHER PLAYERS?

Players might bully because:

- They may not have been taught that any form of bullying is unacceptable behaviour and will not be condemned by the CFA.
- They think it is fun or funny
- They are lacking in their own self confidence
- They are copying older siblings, friends, parents or even club staff
- They are encouraged to bully by friends
- They themselves have been a victim of bullying

AS A COACH OR MANAGER WHAT CAN YOU DO IF YOU THINK YOUR PLAYER IS BEING BULLIED?

- Ask the player directly
- Take any incidents of bullying that they tell you about seriously
- Talk calmly with the player about their experiences
- Make note of what the player says
- Reassure the player that they have done the right thing by telling you
- Understand that your player may need to change aspects of their behaviour
- Never approach another parent directly
- Do not encourage your player to retaliate
- Contact the CFA management immediately

PROCEDURES

1. Immediately report the bullying incidents/behaviour to the CFA management
2. The club will take every concern seriously, investigate the issue and report back to you in a timely manner
3. In serious cases, parents may be asked to come in to discuss the problem.
4. If necessary and appropriate, the police will be consulted.
5. If bullying is found, it will be stopped immediately by removal of the player (s) who is bullying from the academy until a suitable process has been met through academy policy.
6. A record will be kept on the incident(s), investigation and any action(s) taken
7. The bully (bullies) will be placed on probationary period with the Academy for three (3) months, if any other bullying occurs within the probation period, the player will be removed from the academy.