



## Anti-Bullying Policy

**Effective** November 25, 2025

This template was designed to facilitate the creation of policies by BC Soccer Clubs applying for a Club License. Note that these templates need to be edited by the club to provide accurate, specific, and valid information related to the club.

Any text in bold red needs to be replaced with your own club information.

Simple copy/paste policies with no edits will not be accepted for Club Licensing purposes and will have no legal value.

Delete this highlighted section once you have finished your policy.

**Columbia Valley Youth Soccer Association** has adhered 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 behaviour 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've been bullied recently and almost half of Canadian parents say their kid has been bullied at some point.

A person who shows bullying behaviour 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's important to know the difference between bullying and single acts of aggression or conflict. Not all mean or rude behaviour 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 behaviour 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 behaviour says or does something intentionally hurtful to others and they keep doing it, with no sense of regret or remorse – even when it's obvious that they've hurt a person or when they're 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 rumours, 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 new technology 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 behaviour or emotions, like:

- Not wanting to go to school or participate in extra-curricular activities.
- Anxious, fearful or over-reactive.
- 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 particular 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 behaviour 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.
- Secretive about possessions, activities or where they've 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.
- Quick to interpret accidents or neutral events as deliberate hostile acts.

## **BULLYING REPORTING PROCEDURE**

**Insert a small action plan outlining how bullying will be reported and addressed within your club; make the procedures and escalation process clear.**

**Your Reporting Procedure should consider at least the following to support the kids and the families of kids that feel they have been bullied:**

- **The club must designate a Club Official as the main point of contact for reporting bullying; ideally, the Club Official would be trained in dealing with such situations.**
- **The club must develop a report system/process within the organization so parents and athletes can feel comfortable reporting incidents.**
- **Have those episodes and complaints formally written down.**
- **If deemed necessary, the club should consult the police.**

**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 behaviour as soon as possible and to make sure that memories are fresh, and behaviour can be accurately recalled"*.**

## **BULLYING CONFLICT RESOLUTION**

**Insert a small action plan outlining how bullying will be resolved within your club. Please consider the following:**

- **Parents of all the kids involved should be notified of the situation.**
- **A designated Club Official should be the point of contact for parents/guardians of the kids involved.**
- **The Club Official should mediate the conversation between the kids involved and their parents/guardians.**
- **If deemed necessary, the club should consider disciplinary action.**

**Here are some suggestions for developing a Conflict Resolution Action Plan:**

- **Begin by assessing the situation and attempting a reconciliation between the bullied individual and the bully, where appropriate and safe to do so.**
- **If direct reconciliation is not deemed feasible, appoint a club liaison (such as the coach or a relevant club representative) to meet with both parties, as well as any individuals who may have witnessed or been involved in the bullying behavior.**
- **Based on the findings from these discussions, take appropriate action. If necessary, place the bully on notice, and if the issue persists, initiate a formal disciplinary process. The severity of the situation will guide the specific course of action, which the club should assess based on its policies and the nature of the incident.**
- **Ensure that other club staff members are informed of the situation, so they are equipped to handle any related issues as they arise.**

**Documentation and Transparency:** It is crucial to take minutes of all meetings and document actions taken throughout the process. This serves to protect both the club and everyone involved.

**Prioritize Reconciliation:** Above all, always keep an open mind for the possibility of genuine reconciliation. This should be the primary objective throughout the process, provided it remains a safe and constructive option.

#### **BC SOCCER ALIGNMENT**

All **[Insert the name of your club here]** policies must align with BC Soccer's Bylaws, Rules & Regulations, and applicable Policies and procedures.

-End-