



Policy: Anti-Bullying

Policy Statement

As a Quality Soccer Provider Edmonton Warriors Soccer Club (Warriors) adheres to Canada Soccer's anti-bullying policy. Players, Parents and Coaches are educated about the anti-bullying policy through player-parent meetings and Club policy manuals.

Anti-Bullying Policy

In recent years, bullying has become an increasingly serious concern across all sports, affecting athletes at every level. Edmonton Warriors Soccer Club recognizes the profound impact bullying can have, emotionally, mentally, and psychologically, on both individual athletes and team dynamics. We believe it is crucial to acknowledge and address bullying to protect the well-being of all players and foster a safe, supportive environment.

The Edmonton Warriors Soccer Club is implementing a proactive policy aimed at preventing bullying and fostering a positive, healthy environment for players both on and off the field. Our goal is to ensure that parents and players can have confidence in a club environment that is free from harassment, violence, intolerance, and intimidation. This policy will be implemented through the following measures:

For the purpose of this policy, "bullying" will refer to unwanted, aggressive behavior among children and youth that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time.

1. Edmonton Warriors Soccer Club Code of Conduct

- a. The Warriors Code of Conduct sets expected standards of behavior and applies to, and describes the positive behaviors expected of, the clubs' players, coaches and parents. Alongside the expected adherence to the Code of Conduct, all players are expected to adhere to the Anti-Bully Policy.

2. Coach Education

- a. Preventing bullying in sports begins with education, clear policies, and strong leadership from coaches and team staff. Coaches receive training to recognize and address bullying and are expected to actively reinforce this awareness with their players.

3. Examples of Bullying to observe

- a. Physical Bullying
Includes, hitting or striking another person as well as physical damage to property.
- b. Verbal bullying
Name calling, gossiping, teasing, intimidation, prejudice, or negative use of verbal communication
- c. Social Bullying (or covert bullying)
This may often be harder to recognize and carried out behind the victim's back and designed to harm someone's social reputation and standings among others.
Making negative facial gestures, encouraging others to engage in excluding individuals, or playing tricks to humiliate,
- d. Cyber Bullying
Using computers, phones and other electronic devices or social media platforms to intentionally and repeatedly inflict harm. This may be performed in public or in private.

4. Conflict Resolution Protocols

To prevent instances of bullying, teams must prioritize open communication, strong support systems, and clear consequences for harmful behavior. Coaches are expected to implement proactive preventative measures and follow established Conflict and Resolution Protocols to address issues effectively.

Conflict Procedures

1. Report Incidents of bullying immediately to the team Coach, Manager or a member of the Executive
2. Coaches and Managers must contact the Executive immediately
3. Inform Parents and set up meeting to discuss the problem at hand
4. Where necessary and appropriate, law enforcement will be consulted
5. All bullying behaviour, or threats of bullying, must be investigated and put to an end quickly
6. Mediation with the accused will be made to guide a change in behaviour and help them focus on understanding the impact, restoring relationships, and setting future expectations. If mediation fails, and the behaviour continues, the Club will initiate disciplinary action.

If the parties involved need to meet regarding a situation, Coaches should follow the procedures outlined below. ***Written minutes of the meeting discussions should be taken.***

Recommended actions for resolution

Reconciliation

All parties involved should come together to resolve the situation, whether through open discussion, mutual understanding, or offering an apology for inappropriate behavior.

1. A meeting should be arranged with the child reporting the bullying and their parents to allow them to share the details of the situation and any allegations.
2. A meeting should be arranged with the child accused of bullying and their parents to ensure parents are informed of the situation and to give the accused an opportunity to share their perspective on the allegations

3. Coaches should speak with other team members or witnesses who may have been involved in, or observed, the incident to gather additional context and information.
4. If the accused athlete admits to participating in the bullying, they should be formally warned and made aware of potential consequences for further incidents. At this stage, consideration can also be given to whether a reconciliation meeting between the parties is appropriate.
5. All coaches working with the team(s) involved should be kept informed about the concerns raised and the outcomes of the resolution process, including any warnings or disciplinary actions.

If the dispute between the parties cannot be resolved through reconciliation, a formal process will be initiated through the Edmonton Warriors Soccer Club and may be escalated to a higher governing body.

Questions or Concerns

If you require any clarification or would like to discuss any part of Edmonton Warriors Soccer Club's Anti-Bullying Policy, please contact a member of the Board of Directors.