



Kitchener Waterloo Skating Club **Bullying Policy and Agreement**

Bullying is a problem that is gaining recognition as being extremely harmful and having severe, long-term consequences for many young people. Bullying has a negative impact to victims' self esteem, leading to a decrease in general well being, the ability to learn and thrive, as well as competitiveness. This impact can be long lasting, even after the victim is no longer subject to bullying. We can all agree that bullying affects healthy relationships, can impact the culture of the Kitchener-Waterloo Skating Club (KWSC), and is unwanted.

This Policy seeks to clarify the KWSC position on bullying and sets out the consequences of engaging in this prohibited behaviour. All skaters, parents, guardians, coaches, and managers are expected to be familiar with this Policy and to comply with its requirements. Any questions regarding this Policy should be directed to the Executive Director.

Within KWSC, bullying is typically defined as any form of repetitive, persistent, aggressive behaviour directed at one or more individual(s) and is intended to cause, or should be known to cause, fear, distress, and/or harm to another person's body, feelings, self-esteem, or reputation. Bullying can take the form of, but is not limited to, physical violence (e.g. hitting or pushing), verbal abuse (e.g. name calling, mockery, or making sexist or racist comments), spreading of rumours, maliciously excluding a person(s) from a group, as well as teasing, threatening, or humiliating a person(s). It can also occur through the use of technology, such as e-mail, instant messaging, and social media.

Bullying will not be tolerated by any person, including adults, parents, coaches, and skaters, in any form within the KWSC. This includes on the ice, in the Athletic Centre, in the change rooms, in the rink lobby, in the boardrooms and lounges, and at all club activities and competitions. Bullying will also not be tolerated in other circumstances (e.g. online or outside the rink) where there is a negative and visible impact on the skater at the KWSC.

Any skater who is subjected to bullying should inform their parent(s)/guardian(s) and coach(es) immediately. A letter of complaint should also be sent to the President of the KWSC, Executive Director and Skating Programs Manager. Any person observing an incident of bullying should report the matter to the President of the KWSC, Executive Director or Skating Programs Manager.

Any KWSC coach who witnesses a skater appearing to bully any other person at the KWSC is empowered to remove the skater from their session immediately and must report the incident to the Skating Program Manager for subsequent investigation and action. Upon

receiving a report of alleged bullying, the KWSC will undertake an investigation appropriate in the circumstances.

Any skater found to have bullied any other person at the KWSC will be subject to counselling or disciplinary action, up to and including having their KWSC membership permanently revoked. The following counselling or disciplinary actions will be administered by the Executive Director by recommendation of the Skating Program Manager. Please note: At the Skating Program Manager's discretion, serious offences can be met with immediate escalation of disciplinary actions, including the immediate revocation of membership.

Counselling – depending on the seriousness of the incident(s), the skater may receive counselling in regard to appropriate conduct - including a review of this Policy, and will be cautioned that further incidents will be subject to disciplinary action.

First disciplinary response – the skater will be barred from attending their regularly scheduled skating programs and any Club events for a period of one (1) week. No refund or credit will be issued for this lost ice time. The skater will also be required to meet with their parent(s), coach(es), and the Skating Programs Manager, at which point this Policy will be reviewed with the skater, and a caution will be given that any future incidents will result in further disciplinary action.

Second disciplinary response – the skater will be subject to further discipline at the discretion of the Executive Director, by recommendation of the Skating Programs Manager, including the immediate and permanent revocation of their KWSC membership. Please note that any revocation of membership will be subject to approval from the KWSC Board of Directors. In the event that membership is not revoked, the disciplinary actions will not be any less severe than those for the second offence. No refund or credit will be issued for any lost time.

As with all other KWSC Club policies, all skaters, parents/guardians, coaches and managers will be governed by this policy.