Anti-Bullying Policy

KUFC is committed to providing a caring, friendly and safe environment for all of our members so they can participate in soccer in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at our club. If bullying does occur, all children and parents should be able to openly communicate the situation and know that any and all incidents will be dealt with promptly and effectively. We are an open club. This means that anyone who knows that bullying is suspected or happening is expected to notify the club immediately.

OBJECTIVES OF THIS POLICY

- Bullying will NOT be tolerated.
- All players, coaches and managers and parents of KUFC should have an understanding of what bullying is.
- All managers and coaching staff know what the club policy is on bullying, and follow it when bullying is reported.
- All players know what the club policy is on bullying and what they should do if bullying occurs or is suspected.
- As a club we take bullying seriously. Players and parents can be assured that the club will investigate when bullying is reported.

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 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 color, 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 they are being bullied by signs or behavior, adults should be aware of these possible signs and should investigate if a player:

- Says they are 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- Becomes withdrawn anxious, or lacking in confidence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 behaviors 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 behavior and will not be condoned by the KUFC.
- 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 behavior
- Never approach another parent directly
- Do not encourage your player to retaliate
- Contact the KUFC staff immediately

PROCEDURES

1. Immediately report the bullying incidents/behavior to KUFC staff.
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 Club until a suitable process has been met through club 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 club of no less than six (6) months.