



# BRAMS UNITED SOCCER CLUB

DEVELOPMENT • LEADERSHIP • COMMUNITY

## ANTI-BULLYING POLICY

Brams United Soccer Club is committed to providing a caring, friendly and safe environment for all members, so they can participate in soccer in a safe and secure atmosphere. Bullying of any kind is not tolerated at Brams. If bullying does occur, all children and parents should be able to openly communicate the situation. Anyone who suspects bullying or knows it is happening is expected to notify the club immediately and all incidents will be dealt with promptly and effectively.

### WHAT IS BULLYING?

**Bullying is the use of aggression with the intention of hurting another person.**

**Bullying consists of **three** basic types of abuse:**



- Being unfriendly and sending hurtful or tormenting messages via social media forms.
- Bullying through social exclusion or isolation, being ignored and/or left out.

#### EMOTIONAL



- Derogatory comments, lies, false rumors, teasing, ridicule, and bad names.

#### VERBAL



- Pushing, kicking, hitting, punching or any other use of violence.
- Being attacked because of their religion, race or color, gender or sexuality
- Sexually unwanted physical contact or sexually abusive comments.
- Misuse of associated technology such as unwanted camera and video usage and social networking exposure.

#### PHYSICAL

### WHAT TO DO:

**If you suspect your player is being bullied...**

**1.**

#### DISCUSS

Ask the player calmly and directly about their experiences. Take everything they tell you about seriously. Make note of what the player says.



**2.**

#### REASSURE

Reassure the player they have done the right thing by telling you. What your player may need to change aspects of their behavior. Never encourage retaliation or approach another parent directly.



**3.**

#### REPORT

Contact the General Manager or Technical Director at Brams immediately.



May 29, 2023



8950 McLaughlin Road South, Building D  
Brampton, ON L6Y 5T1



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### SIGNS AND INDICATORS

A player may indicate he or she is being bullied by signs or behavior. 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- Becomes withdrawn anxious, or lacking in confidence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

### WHY DO PLAYERS SOMETIMES BULLY OTHER PLAYERS?

- They may not have been taught that any form of bullying is unacceptable behavior and will not be condoned by Brams.
- 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 are victims of bullying.

### PROCEDURES

- Immediately report the bullying incidents/behaviour to the Club's General Manager or Technical Director (The club will take every concern seriously, investigate the issue and report back to you in a timely manner).
- In serious cases, parents may be asked to come in to discuss the problem.
- If necessary and appropriate, the police will be consulted.
- 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.
- A record will be kept on the incident(s), investigation, and any action(s) taken.
- The bully (bullies) will be placed on probationary period with the club of no less than six (6) months.

In some more severe situations, other indicators can include:

- Crying themselves to sleep or having nightmares
- Becoming aggressive, disruptive or unreasonable
- Bullying other children or siblings
- Not eating
- Attempting to hurt themselves deliberately (self-harm), run away, or attempt/contemplate suicide

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

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