



Edmonton West Zone Soccer Association

Policy: Anti-Bullying

POLICY STATEMENT

As a [Quality Soccer Provider](#), the Edmonton West Zone Soccer Association (EMSA West) adheres to Canada Soccer's anti-bullying policy. EMSA West educates coaches, players, and parents about this anti-bullying policy through player/parent meetings and policy manuals.

Anti-Bullying Policy

Bullying has become a major issue in society today. Whether it is at school or on the soccer field, bullying is an issue that needs to be addressed. EMSA West recognizes the seriousness of bullying and wants to bring this issue to the forefront of the Association's policy. As a major association within Alberta, EMSA West is set on implementing a progressive policy that will aim to prevent bullying and make for a better overall environment on and off the field for our players.

Bullying is defined as 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. Both the kids who are bullied and those who bully others may have serious, lasting problems. A safe and inclusive learning environment in our club is critical for our players to achieve success.

Parents and players must be confident in knowing that our club environment is free from harassment, violence, intolerance, and intimidation, all of which are forms of bullying. EMSA West would like to make bullying aware to all our players and coaches. The aim is to properly educate our coaches about bullying so that they are aware of it and can reiterate it to the players.

EMSA West Code of Conduct

The EMSA West Code of Conduct describes the positive behaviors expected of the clubs' players, coaches, and parents. The code of conduct applies to all, sets standards for behavior, and covers a focused set of expected positive behaviors. Along with our Code of Conduct we expect all our players to adhere to this Anti-Bully Policy.

Coach Education

EMSA West will make our coaches aware of this Anti-Bullying policy. Our coaches will be trained on how to be more aware of bullying so they can reiterate that awareness to their players.

Examples of bullying to observe

- Physical Bullying – includes hitting, striking and even physical damage to property.
- Verbal Bullying – use of names, gossiping, teasing, intimidation, prejudice, or negative use of verbal communication.
- Social Bullying – sometimes referred to as covert bullying; it is often harder to recognize and can be carried out behind the bullied person's back. Actions may include making negative facial gestures, encouraging others to exclude an individual, playing tricks to humiliate others, etc. It is designed to harm someone's social reputation and standing.
- Cyber Bullying – intentional and repeated harm inflicted using computers, phones, and other electronic devices. This may be repeated attempts and may be performed in public or private.

We will expect our coaches to employ preventative measures so that bullying is not an issue for any of our players. If cases of bullying, we have a conflicts and resolution protocol (see below).

CONFLICT AND RESOLUTION PROTOCOL

Conflict Procedure

1. Report bullying incidents to the coach, manager or a member of the executive.
2. Coach/adult needs to contact the executive immediately.
3. Parents should be informed and will be asked to come to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behavior or threats of bullying must be investigated, and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behavior.
7. If mediation fails and the bullying is seen to continue, the club will initiate disciplinary action.

Recommended Actions for Resolution

If EMSA West coaches decide it is appropriate for the parties involved to deal with the situation, they should follow the procedure outlined below. **Written minutes of all discussions in the steps below should be taken.**

1. Reconciliation by getting the parties together; a genuine apology may solve the problem.
2. If this fails/not appropriate, coach(es) of the team should meet with the parent(s) and child alleging bullying to get details of the allegation.
3. The coach(es) should meet with the alleged bully and parent(s) to bring the incident to their attention and allow them to answer and give their view of the allegation.
4. The coach(es) should talk to anyone else that may have been involved to gather additional information.
5. If bullying has, in their view, taken place, the athletes should be warned and put on notice of further action. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
6. All other coaches involved with both athletes should be made aware of the concerns and outcome of the process i.e., the warning.

Questions or Concerns

If you require any clarification or would like to discuss any part of the EMSA West Anti-Bullying Policy, please contact a member of the Executive Board of Directors.