



PGYSA Anti-Bullying Policy

Bullying has become a major issue, especially with the added pressures of social media. No matter, whether it is at school or on the soccer field, bullying is a problem that needs to be addressed. Prince George Youth Soccer Association recognizes how serious bullying is and want to make sure it is a priority in the club's policy. PGYSA wants to implement a 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 by the Anti-Bullying Alliance as unwanted, repetitive, and aggressive behavior among children and youth that involves a real or perceived power imbalance. Both kids who are bullied and 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.

We want to provide a safe and inclusive environment, free of bullying. Parents and players need to be confident in knowing that our club environment is free from harassment, violence, intolerance, and intimidation, all of which are forms of bullying. Our aim as a club is to educate our coaches properly about bullying, so that they are made aware that bullying is not to be tolerated and they restate it to the players they are coaching.

PGYSA Code of Conduct

Prince George Youth Soccer Association's code of conduct describes the positive behaviors expected of the club's player's coaches and parents. The code of conduct applies to everyone. It sets the standards for behavior and sets out expected positive behaviors. Along with our Code of Conduct, we expect all our players obey this Anti-Bully Policy.

Coach Education

The coaches and personnel at Prince George Youth Soccer Association will be made aware of our Anti-Bullying policy. Training will be done with our coaches on how to deal with bullying when problems arise and so they can restate this attentiveness to their players. We expect that our coaches will use preventative methods, so that bullying is not an issue within our club. If incidents of bullying do occur, we will use our conflicts and resolution protocol.

Conflict and Resolution Protocol: Conflict Procedure

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



Recommended Actions for Resolution

If PGYSA coaches decide it is appropriate for the parties involved to deal with the situation they should follow the procedure outlined below:

1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
2. If this fails/not appropriate coach of the team should meet with the parent and child alleging bullying to get details of the allegation. Minutes should be taken for clarity.
3. The coach should meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken.
4. The coach should talk to anyone else that may have been involved to gather additional information; again, minutes should be taken.
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.