



Anti Bullying Policy

Purpose: The purpose of this Anti-Bullying Policy is to provide a safe and respectful environment for all players, coaches, officials, and participants associated with Elite XI Soccer Academy. This policy aligns with the guidelines set forth by BC Soccer and Canada Soccer.

Scope This policy applies to all members of Elite XI Soccer Academy, including players, coaches, officials, parents, volunteers, and spectators.

Definitions

- **Bullying:** Bullying is repeated and deliberate misuse of power in relationships through verbal, physical, and/or social behavior that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can occur in person or online (cyberbullying), and it can be obvious (overt) or hidden (covert).

Types of Bullying

1. **Physical Bullying:** Includes hitting, kicking, tripping, pinching, pushing, or damaging property.
2. **Verbal Bullying:** Includes name-calling, insults, teasing, intimidation, or verbal abuse.
3. **Social Bullying:** Includes spreading rumors, deliberate exclusion from social groups, and damaging someone's social reputation or social acceptance.
4. **Cyberbullying:** Includes bullying via digital technologies, such as social media, texts, or emails, designed to harm, harass, or intimidate someone.

Policy Statement Elite XI Soccer Academy is committed to providing a bullying-free environment where everyone is treated with dignity and respect. Bullying is not tolerated under any circumstances. All members of the Academy have a responsibility to uphold this policy and work together to prevent bullying.

Roles and Responsibilities

1. **Coaches and Officials:**
 - Promote a culture of respect and inclusion.
 - Be vigilant and take immediate action if bullying is suspected or reported.
 - Provide support to the victim and appropriate consequences for the perpetrator.
2. **Players:**
 - Treat all teammates, opponents, coaches, and officials with respect.
 - Report any bullying behavior to a trusted adult or coach.
3. **Parents and Guardians:**
 - Encourage respectful behavior and support the club's anti-bullying stance.

- Report any concerns of bullying to the appropriate club officials.
4. **Club Management:**
- Ensure all staff and volunteers understand and uphold the anti-bullying policy.
 - Investigate and address all reports of bullying in a timely and effective manner.

Reporting and Procedures

1. **Reporting Bullying:**
- Any incidents of bullying should be reported to the coach, team manager, or a club official.
 - Reports can be made verbally or in writing and can be submitted anonymously if preferred.
2. **Investigation:**
- All reports of bullying will be taken seriously and investigated promptly.
 - The investigation will be conducted impartially, with respect to the privacy and confidentiality of all parties involved.
3. **Response and Consequences:**
- If bullying is confirmed, appropriate actions will be taken which may include education, counseling, and/or disciplinary measures such as suspension or expulsion from the club.
 - Support will be provided to the victim, and measures will be taken to prevent further bullying.

Prevention Strategies

- **Education and Training:** Provide regular training for coaches, players, and parents on recognizing and preventing bullying.
- **Positive Environment:** Foster a positive and inclusive environment through team-building activities and promoting respect.
- **Clear Communication:** Ensure that the anti-bullying policy is clearly communicated to all members of the club.

Review and Monitoring

- This policy will be reviewed annually to ensure it remains effective and aligned with the latest guidelines from BC Soccer and Canada Soccer.
- Feedback from club members will be considered in the review process.

Approval This anti-bullying policy is approved by the CEO of Elite XI Soccer Academy