



Anti-Bullying Policy

Bullying is a major issue in today's society. Howick Hustle Minor Soccer Association recognizes the seriousness of bullying.

Bullying is defined as unwanted, aggressive behaviour among children and youth that involves real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time. A safe and inclusive environment in our club is critical for our players' success. Players, coaches, parents, and volunteers must be confident in knowing the Howick Hustle Minor Soccer Association environment is free from harassment, violence, intolerance and intimidation.

Conflict and Resolution Protocol

Conflict Procedure:

1. Report bullying to the coach, assistant coach, team parent representative, and/or member of the Board of Directors.
2. Coach/adult needs to contact the executive immediately.
3. Parents will be informed and will be asked to come into a meeting
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated, and the bullying stopped immediately.
6. An attempt will be made to help the bully (bullies) change their behaviour.
7. If mediation fails and the bullying is seen to continue, Howick Hustle Minor Soccer Association Executive will initiate disciplinary action.

Resolution Procedure:

If it is appropriate for the parties involved, a recommended actions resolution procedure is outlined below:



1. Both parties will come together with a mediator (coach or executive member). A resolution may be possible with a genuine apology and understanding.
2. If number 1 is not appropriate or fails, a meeting will be set up between the player, coach, executive member, and parents of the child alleging bullying. Meeting Minutes will be taken for record.
3. A meeting will be set up between the coach, executive member, alleged bully, and parent of the alleged bully to answer to the allegations. Meeting Minutes will be taken for record.
4. Coach and executive member will investigate the situation and will communicate with anyone else that may have been involved or witnessed allegations. Meeting Minutes will be record.
5. If the conclusion of the investigation is that bullying has taken place, the alleged bully will be immediately suspended from their team and team activities. Consideration should be given as to whether a reconciliation meeting between the two parties would be appropriate. However, Howick Hustle Minor Soccer Association also follows a Zero Tolerance Policy, so based on the situation appropriate action will be taken.
6. All other coaches and volunteers involved with both players should be made aware of the concerns and outcomes of the process.