



## **Zero Tolerance Policy**

Howick Hustle Minor Soccer Association strives to protect its players, coaches, volunteers and board members from intimidating, demeaning and/or abusive behaviour that is contrary to positive encounters and/or a healthy environment. As a result, action will be taken for any abusive encounter deemed non-conductive with treating people with courtesy, dignity, and respect.

Any person found guilty of abusive conduct while attending a Howick Hustle Minor Soccer Association event will be reprimanded in writing that their behaviour is inappropriate. A second offense, during the same season will result in that person banned from all Howick Hustle Minor Soccer Association activities. In extraordinary cases, as determined by the Board of Directors, a person may be reinstated subject to a review hearing.

People who feel they have been subjected to any abusive behaviour or who witness abusive behaviour they are uncomfortable dealing with directly, are requested to report the incident immediately to a Board Member and are asked to include the location and detailed description of the incident as well as the name(s) of the individual involved.

All incidents will be promptly investigated and appropriate action will be taken.