



PCSA

Anti-Bullying Policy

Effective Date: September 1, 2023

Why an Anti-Bullying Policy is important

Bullying has become a major issue in today's society. Whether it is at school or on the soccer field, bullying is an issue that needs to be addressed. The Peterborough City Soccer Association (PCSA) recognizes the seriousness of bullying and wants to bring this issue to the forefront of the clubs policy. As a major community club in the Peterborough area, PCSA 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. PCSA would like to bring bullying awareness to all of our players and coaches. The aim is to properly educate our coaches about bullying so that they are aware of it and can communicate it to the players.

If bullying does occur, incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell a coach, team personnel, or a board member

PCSA Code of Conduct

The Peterborough City Soccer Association's code of conduct describes the positive behaviors expected of the clubs player's 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

PCSA ensures that all of our coaches are aware of our Anti-Bullying policy. Our coaches are trained to be aware of bullying so they can reinforce that awareness with their players. We expect our coaches to employ preventative measures so that bullying does not become an issue for any of our players. If cases of bullying do arise we have a conflicts and resolution protocol (see below).

Conflict and Resolution Protocol

Conflict Procedure

1. If bullying is occurring during team-related activities, stop bullying on the spot. Report bullying incidents to the coach, manager, coordinator 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 in to 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 (bullies) 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 PCSA 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 find out what happened. Minutes should be taken for clarity.
3. The coach(es) 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. Listen without blaming. Minutes should again be taken.
4. The coach(es) should talk to anyone else that may have been involved to gather additional information; again, minutes should be taken.
5. Review the definition of bullying. Determine if the behaviour is bullying or something else.
6. If bullying has in their view taken place then the behavior must be addressed. Make sure the child who engaged in the bullying behaviour understands why his or her behavior is unacceptable. They 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.
7. All other coaches involved with both athletes should be made aware of the concerns and outcome of the process i.e. the warning.