

A.K. SOCCER ACADEMY ANTI-BULLYING POLICY

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. A.K. Soccer Academy ("AKSA") recognizes the seriousness of bullying and wants to bring this issue to the forefront of the club's policy. As a major Academy club within Manitoba, AKSA 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 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. 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. AKSA aims to properly educate our coaches about bullying so that they can identify it and can reiterate to the players that bullying will not be tolerated.

AKSA Code of Conduct:

Code of conduct describes the positive behaviors expected of the club's players, 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-Bullying Policy.

Coach Education:

AKSA will make all of our coaches aware of this Anti-Bullying policy. Our coaches will be trained on how to be more aware about bullying and so they can reiterate that awareness to their players. We will expect our coaches to employ preventative measures so that bullying is not an issue for any of our players. If cases of bullying do arise we have a conflict and resolution protocol (see below).

Conflict and Resolution Protocol:

Conflict Procedure

1. 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 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 the club will initiate disciplinary action.

Recommended Actions for Resolution

If AKSA 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 or is not appropriate, coach(es) of the team(s) should meet with the parent and child alleging bullying to get details of the allegation. Minutes should be taken for clarity.
3. The coach(es) should meet with the alleged bully and parent(s) and discuss the incident that has been raised to allow them to answer and provide their view of the allegation. 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. If bullying has, in the view of the coach(es), 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.
7. Third party consultation may be required prior to resolutions.