

Rush WI West Youth Soccer Anti-Bullying/Harassment Policy

The Rush WI West Soccer Club (RWW) is committed to providing players a fun, positive and secure environment in which to learn and enjoy the game of soccer. Not all joking or horseplay is bullying and this fact will always be taken into consideration, but when the intent is to cause distress, we will consider such behavior to be bullying and will not tolerate it at any practice, game or other RWW sanctioned event. We will promote a TELLING atmosphere. This means that anyone who knows that bullying is taking place is expected to report the incident. Players and parents should be assured that they will be supported when bullying is reported.

Definition of Bullying/Harassment

Bullying/Harassment is defined as conduct, gestures or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to a player, group of players and/or teammates, and which create a hostile or intimidating environment, or which negatively affects a player's physical and/or emotional well-being. Bullying is any written, verbal or physical act, or any electronic communication, whether it is a single incident or a series of incidents that results in intentional pain and distress to the victim

Signs and Symptoms

A child may indicate he or she is being bullied through various signs and symptoms. While some children are prone to report bullying to their parents, coaches or adults, others will not, due to fear, intimidation or other factors. Coaches and parents should be aware of possible signs indicating that bullying may be taking place. These signs and behaviors could indicate other problems, but bullying should be considered a possibility and should be investigated. For a list of potential signs of bullying please consult <http://www.stopbullying.gov/at-risk/warning-signs>

Sexual Harassment:

Sexual Harassment is a form of harassment prohibited by this Policy. It shall be a violation for any employee, volunteer, independent contractor or other participant to harass a participant(s) through conduct or communications of a sexual nature or to retaliate against anyone that reports sexual harassment or participates in a harassment investigation.

Sexual harassment is the use of personal authority or power to coerce or influence another person into unwanted sexual relations or to create a sexually intimidating, hostile offensive environment. Sexual harassment is unwelcome sexual advances or comments, requests for sexual favors and other verbal or physical conduct of a sexual nature. These actions constitute sexual harassment when:

- Conduct has the purpose or effect of unreasonably interfering with an individual, or creating an intimidating, hostile or offensive environment.
- Submission to conduct is made either explicitly or implicitly a term or condition of an individual's participation, employment retention or advancement.
- Submission to or rejection of such conduct by an individual is used as the basis for participation or employment decisions affecting the individual.

The use of sexual abuse and/or harassment by any RWW employee, Board Member, volunteer, parent or player is prohibited on RWW-owned or -controlled property, in conjunction with RWW sponsored or -supervised activities, or at any activity or event that an observer would associate with RWW players, employees or citizens.

This policy has been established to protect the integrity of the experience, encourage positive behavior and enhance the community commitment of USC Players, Board Member, volunteers, employees, parents or citizens.

Procedures for Parents, Coaches and Board Members

Parents should report bullying/harassment incidents to the team coach or manager first, and then contact the coaching director or the appropriate RWW Board coordinator/liaison/Director (Rec or Competitive) in the event the situation is not being addressed to their level of need . If necessary and appropriate, police may be consulted.

In all cases of reported bullying, parents of the player who was bullied shall be informed immediately and may be asked to meet with the respective team coach and/or coaching director to discuss the incident. In all cases, strict confidentiality shall be maintained. It is not our goal to make a public example of reported incidents.

The bullying behavior or threats of bullying must be investigated and the bullying stopped immediately. The parents of any player who is reported to be bullying will be contacted immediately by the respective team coach, coaching director, or appropriate RWW Board coordinator/liaison/Director and asked to meet to discuss the incident to help the bully or bullies change their behavior. Depending on the severity of the situation, the parents may be asked to meet with representatives of the RWW Board.

Consequences of Bullying/Harassment

In a first offense situation involving bullying, an attempt will be made to encourage the bully (bullies) to modify their behavior for their benefit, for the benefit of the person bullied and other team members. An attempt will be made by the coach, manager, or parent(s) to reconcile the situation between the players (age and level of maturity and or severity of offense must be considered). Other consequences or disciplinary alternatives to stop the bullying may also be considered by the RWW Board once reported by the parent, coach or manager.

If the bullying persists, disciplinary action against a player may be taken by the team coach and/or RWW Board which may include, but is not limited to, immediate suspension from participation in practices or game(s) for a period of time. The Board reserves the right to suspend or otherwise discipline any player for bullying in addition to any action taken by the coach. In severe cases, the Board reserves the right to prohibit further participation in the soccer program by any player deemed to be involved in the bullying of other players.

After the incident/incidents have been investigated and addressed, the situation will continue to be monitored by the respective team coach, team manager and players' parents to ensure repeated bullying does not occur.