



NORWALK JR FOOTBALL & CHEER

Anti Bullying Policy

Bullying is against the law. State laws can be found here <http://www.stopbullying.gov/laws/> Bullying has no place on the field, in our schools or communities. away from the football field. This includes cyberbullying.

“Bullying” means (A) the repeated use by one or more students of a written, oral or electronic communication, such as cyberbullying, directed at or referring to another student attending school in the same school district, or (B) a physical act or gesture by one or more students repeatedly directed at another student attending school in the same school district, that: (i) Causes physical or emotional harm to such student or damage to such student’s property, (ii) places such student in reasonable fear of harm to himself or herself, or of damage to his or her property, (iii) creates a hostile environment at school for such student, (iv) infringes on the rights of such student at school, or (v) substantially disrupts the education process or the orderly operation of a school. “Bullying” shall include, but not be limited to, a written, oral or electronic communication or physical act or gesture based on any actual or perceived differentiating characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression, socioeconomic status, academic status, physical appearance, or mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics.

“Cyberbullying” means any act of bullying through the use of the Internet, interactive and digital technologies, cellular mobile telephone or other mobile electronic devices or any electronic communications.

Conn. Gen. Stat. § 10-222d (2017)

Policy for Bullying Prevention

The Norwalk JR Football and Cheer believes that all participants have a right to a safe and healthy team environment. The coaches, parents, participants and community have an obligation to promote mutual respect, tolerance, and acceptance.

The Norwalk JR Football and Cheer will not tolerate behavior that infringes on the safety of any participant. A participant shall not intimidate, harass, or bully another participant through words or actions. **Such behavior includes:** direct physical contact, such as hitting or shoving; verbal assaults, such as teasing or name-calling; and social isolation or manipulation. The kid(s) will be removed until the commissioner/designee assesses the situation.

The Norwalk JR Football and Cheer expects coaches, parents, and/or participants to immediately report incidents of bullying to a coach, team manager, league administration, board of directors or designee. **Coaches** who witness such acts take immediate steps to intervene when safe to do so. Each complaint of bullying should be promptly investigated. This policy applies to participants on and off the field, while traveling to and from games and or practices and at league/team/conference sponsored activities.

To ensure bullying does not occur, the Norwalk JR Football and Cheer provides each coach with documentation provided by USA Football on coaching youth football. USA Football provides coaches development training in



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bullying prevention and cultivates acceptance and understanding in all participants and coaches to build each organization's capacity to maintain a safe and healthy team environment.

Coaches should discuss this policy with their team in age-appropriate ways and should assure them that they need not endure any form of bullying. Participants who bully are in violation of this policy and are subject to disciplinary action up to and including removal from the team.

Participant Code of Conduct

The Participant Code of Conduct includes, but is not limited to:

- Any participant who engages in bullying may be subject to disciplinary action up to and including removal from their respective team.
- Participants are expected to immediately report incidents of bullying to the coach, team manager or designee.
- Participants can rely on staff to promptly investigate each complaint of bullying in a thorough and confidential manner.
- If the complainant participant or the parent of the participant feels that appropriate resolution of the investigation or complaint has not been reached, the participant or the parent of the participant should contact the organizations board of directors. The organization prohibits retaliatory behavior against any complainant or any participant in the complaint process.

The procedures for intervening in bullying behavior include, but are not limited, to the following:

- All coaches, team managers, participants and their parents will receive a summary of this policy prohibiting intimidation and bullying: at the beginning of the football/cheer season, as part of the organization's paperwork delivery/collection to parents.
- The organization will make reasonable efforts to keep a report of bullying and the results of investigation confidential.
- Coaches and or team managers who witness acts of bullying shall take immediate steps to intervene when safe to do so. People witnessing or experiencing bullying are strongly encouraged to report the incident; such reporting will not reflect on the target or witnesses in any way.

I understand the bullying policy on the Norwalk JR Football and Cheer and consequences for participating in this behavior and sign below as my agreement in the date, _____.

Player: _____ Parent: _____

