



## **Anti-Bullying Policy**

Given the serious effects bullying has on youth and organizations, Nor-Gwyn Youth Baseball can't simply dismiss it as a "normal" or inevitable part of childhood. There is nothing "normal" about ongoing incidents of harassment, violence and intimidation. Bullying not only leads to anxiety and low self esteem in youth who are targeted, but also causes other youth to feel unsafe. It may cause players to avoid participation and leave the organization for the wrong reasons. Youth of all ages deserve the right to feel safe and supported by all Nor-Gwyn Youth Baseball Administrators, Player Representatives, Managers, Coaches, and Parents. Nor-Gwyn Youth Baseball's purpose and responsibility is to address all bullying issues that take place on Nor-Gwyn grounds, activities and during Nor-Gwyn Youth Baseball functions.

Taking Bullying behavior seriously is an important step in working toward a safe and effective program. By raising awareness throughout our league, Administrators, League Player Representatives, Managers, Coaches and Parents can work together to ensure that Nor-Gwyn Youth Baseball is a place where youth and parents feel welcome and included.

### **Bullying is:**

- Intentional, repeated harmful acts, words or other behavior that makes the victim feel hurt, scared, and/or ashamed.
- An imbalance in real or perceived power that exists between the bully and the victim.
- Not intentionally provoked by the victim(s).

### **Types of Bullying:**

- **Physical Bullying:** Hitting, stealing, shoving, strangling, hair-pulling, biting, excessive tickling, or any other deliberate and inappropriate touching.
- **Verbal Bullying:** Hurtful name-calling, taunting, threatening, gossip, and teasing
- **Emotional Bullying:** Rejection, terrorizing, extorting, humiliating, black-mailing, rating/ranking of personal characteristics such as race, disability, ethnicity, or perceived sexual orientation, manipulating friendships, isolating, and peer pressure.
- **Harassment:** Includes many of the actions listed above and sexual harassment involving actual physical contact or explicit written/verbal language. In many cases, same-gender and cross-gender sexual harassment may also qualify as bullying.

**Consequences:** If any individual (youth or adult) is involved in bullying, the following consequences can be given, depending on the bullying situation, at the discretion of the Nor-Gwyn Youth Baseball Commissioner and/or the League Player Representatives.

- Verbal Warning
- Suspensions and/or Forfeitures
- Expulsion from Nor-Gwyn Youth Baseball
- School and/or Local Law Enforcement Involvement

With each of these consequences, Parents and/or legal guardian will be notified. Following due process procedures, appropriate consequences will be assigned.