



POLICY AGAINST HARASSMENT, INTIMIDATION, AND BULLYING

We ask all families to review this PRB Policy against Harassment, Intimidation and Bullying with their children. Together we can ensure that all our children and PRB participants have a better understanding of the issue and can help make all PRB programs enjoyable for everyone.

Pacific Recreational Baseball prohibits and will not tolerate acts of harassment, intimidation, and bullying (including cyber-bullying). "Harassment, intimidation or bullying" means any gesture, any written, verbal, or physical act, or any electronic communication, whether it be a single incident or a series of incidents that

1. Is reasonably perceived as being motivated by either any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical, or sensory disability; or
2. By any other distinguishing characteristic; and that
3. Takes place in relation to any program function or team; and that.
4. A reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming a player or damaging the player's property, or placing a player in reasonable fear of physical or emotional harm to his/her person or damage to his/her property; or
5. Has the effect of insulting or demeaning any player or group of players; or
6. Creates a hostile environment for the player by interfering with a player's participation or by severely causing physical or emotional harm to the player.

Notification of any alleged harassment, intimidation or bullying shall be made to the affiliated head coach or the rules and compliance committee. The procedures following an allegation will be as follows:

1. If the Coach of the alleged victim is notified, the coach is obligated to report the allegation to the rules and compliance committee immediately.
2. The rules and compliance committee will gather all pertinent information in a fair, respectful, and confidential manner regarding the alleged harassment, intimidation or bullying and review with both the accuser and the accused.
3. The rules and compliance committee will evaluate and offer an opinion to the PRB Board for a Vote – this could result in penalties, up to and including expulsion, or suspension from the program for the coach/player depending upon the infraction.
4. Upon a vote from the PRB Board, the accused will be notified of the Board's position and the appropriate action will be followed.