



South Vancouver Little League Anti-Bullying / Harassment Policy

South Vancouver Little League has adopted an anti-bullying / harassment policy due to the negative effects that bullying / harassment has on our youth. We consider that to be a range of behaviour from verbal teasing to physical aggression and no amount of bullying is acceptable.

All SVLL Managers are expected to discuss bullying /harassment and SVLL's anti-bullying / harassment policy with their players, coaches and parents at the first or next team meeting.

This policy overview is intended to guide all **Managers, Coaches, Players, Umpires, Volunteers, Parents, Guardians, and Spectators** in their behavior at SVLL games, practices, events, tournaments and fields. Bullying not only leads to anxiety and low self-esteem in youth who are targeted, but it also causes other youth to feel unsafe. Youth of all ages deserve the right to feel safe and supported by all SVLL Board Members, managers, coaches, players, umpires, volunteers, and parents. This policy is intended to cover bullying / harassment of all members of the South Vancouver Little League Organization (Board Members, Managers, Coaches, Players, Umpires, Volunteers, Parents, Guardians and Spectators).

By raising awareness throughout our league, SVLL participants can work together to ensure that our organization is a place that youth and parents feel welcomed and included. Not all joking or horseplay is bullying/harassment, but when the intent or effect is to cause distress, repetition of such behaviour is bullying/harassment and will not be tolerated.

Bullying/Harassment involves behavior by one person or a group of people with the intent to ridicule, harass, humiliate, or intimidate another person during league games, practices, events and/or at league field.

Verbal bullying/harassment involves **repetitious** behavior and includes the use of words and gestures to hurt or humiliate another person, including name-calling, insults and teasing.

Emotional bullying/harassment involves rejection, terrorizing, extorting, humiliating, rating/ranking personal characteristics such as race, disability, ethnicity, or perceived sexual orientation.

Physical bullying/harassment can include a **single** incident of pushing, hitting or kicking a person or interfering with their property.



Report Bullying: If you are being bullied, or know of someone being bullied, you must tell a team manager, coach, player agent, safety officer or a member of the Board as soon as possible.

Bullying which occurs outside of the little league setting may be addressed by little league officials **only** if such conduct markedly interrupts or severely impedes the purposes of South Vancouver Little League. Please do let the league know of any such instances so a responsible party can be alerted to any possible problems that may happen on the field. It is the responsibility of everyone to stop bullying. If you are being bullied, or know of someone being bullied, you must tell your team manager, coach, player agent, safety officer or a member of the Board as soon as possible.

No amount of bullying is acceptable.

Consequences of Bullying/Harassment:

1. If a person involved in the league (including players, coaches, volunteers, parents, guardians, and spectators) has taken part in bullying/harassment behavior, a warning will be given to that individual. If a player is involved in the bullying/harassment, his/her team manager is expected to issue this warning to the player individually. This meeting will include the Team Manager, a current Board Member, and the offending person. If the alleged bully is a player, the player's parents will need to also attend the meeting. Should the offending person or player (and their parents or a designated guardian) refuse to attend the initial warning meeting, the person/player will be automatically suspended from playing or attending (1) game. If the offense is deemed strong enough the SVLL Disciplinary Committee may recommend to the Board of Directors for an immediate suspension or removal from the league.
2. If the bullying/harassment behavior continues after the warning meeting, the SVLL Disciplinary Committee may recommend to the Board of Directors that that person may be suspended or excluded from the fields for at a minimum of no less than one (1) full game. Managers must report this occurrence to the SVLL Executives immediately.
3. Any further incidents will be referred to the SVLL Executives by the SVLL Disciplinary Committee for further action based on the process outlined in the SVLL Constitution. Such disciplinary action may include additional warnings, discussions with parents and guardians, further suspensions or exclusions, ineligibility for playoff, tournament and/or all-star involvement, up to removal from the league, and reporting to local law enforcement.