



**EMSA North
Policy**

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Adopted by Board on: November 16, 2022

Policy Type:					
Structure <input type="checkbox"/>	Objectives <input type="checkbox"/>	Registration <input type="checkbox"/>	Game Regulation <input type="checkbox"/>	Discipline <input type="checkbox"/>	Security <input checked="" type="checkbox"/>

Title: Anti Bullying Policy

Policy Statement:

As a Quality Soccer Provider, the Edmonton North Zone Soccer Association (EMSA North) adheres to Canada Soccer’s anti-bullying policy). EMSA North educates coaches, players, and parents about this anti-bullying policy through staff/volunteer meetings, player/parent meetings and Association policy manuals

Anti-Bullying Policy
Bullying has become a major issue in today’s society. Whether it is at school or on the soccer field, bullying is an issue that needs to be addressed. EMSA North recognizes the seriousness of bullying and wants to bring this issue to the forefront of the club’s policy. As a major community club within Alberta, EMSA North is set on implementing a progressive policy that will aim to prevent bullying and make for a better overall environment on and off the field for our players.

Bullying is defined as unwanted, aggressive behavior among children and youth that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. Both kids who are bullied and who bully others may have serious, lasting problems. A safe and inclusive learning environment in our club is critical for our players to achieve success.

Parents and players must be confident in knowing that our club environment is free from harassment, violence, intolerance, and intimidation, all of which are forms of bullying. EMSA North would like to make bullying aware to all of our players and coaches. The aim is to properly educate our coaches about bullying so that they are aware of it and can reiterate it to the players.

Purpose: Create a Bully Free Environment

Anti Bullying Cont.

EMSA NORTH CODE OF CONDUCT -

EMSA North Code of Conduct describes the positive behaviors expected of the clubs player's coaches and parents. The code of conduct applies to all, sets standards for behavior, and covers a focused set of expected positive behaviors. Along with our Code of Conduct we expect all our players to adhere to this Anti-Bully Policy.

COACH EDUCATION –

EMSA North will make all of our coaches aware of this Anti-Bullying policy. Our coaches will be trained on how to be more aware about bullying and so they can reiterate that awareness to their players.

Examples of Bullying to observe

- Physical Bullying – includes, hitting, striking and even physical damage to property.
- Verbal Bullying – use of names, gossiping, teasing, intimidation, prejudice or negative use of communication.
- Social Bullying - sometimes referred to as covert bullying, is often harder to recognize and can occur behind the bullied person's back. Actions may include pulling negative facial gestures, encouraging others to exclude an individual, playing of nasty tricks to humiliate others. It is designed to harm someone's social reputation and standing.
- Cyber Bullying - intentional and repeated harm inflicted using computers, phones, and other electronic devices. This may be repeated attempts and may be performed in public or private.

We will expect our coaches to employ preventative measures so that bullying is not an issue for any of our players. If cases of bullying do arise, we have a conflicts and resolution protocol (see below)

CONFLICT RESOLUTION PROTOCOL –

Conflict Procedure

1. Report bullying incidents to the coach, manager, coordinator, or a member of the executive.
2. Coach/adult needs to contact the executive immediately.
3. Parents should be informed and will be asked to come into a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behavior or threats of bullying must be investigated, and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behavior.
7. If mediation fails and the bullying is seen to continue the club will initiate disciplinary action

Anti Bullying Cont.

Recommended Actions for Resolution

If EMSA North coaches decide it is appropriate for the parties involved to deal with the situation they should follow the procedure outlined below.

Written minutes of all discussions in the steps below should be taken.

1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
2. If this fails/not appropriate coach(es) of the team should meet with the parent and child alleging bullying to get details of the allegation.
3. The coach(es) should meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken.
4. The coach(es) should talk to anyone else that may have been involved to gather additional information; again, minutes should be taken.
5. If bullying has in their view taken place the athletes should be warned and put on notice of further action. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
6. All other coaches involved with both athletes should be made aware of the concerns and outcome of the process i.e. the warning.

Questions or Concerns –

If you require any clarification or would like to discuss any part of Edmonton North Zone Soccer Association Anti-Bullying Policy, please contact programs@emsanorth.ca.