

Policy Number: HR-003a

Title: Taiso Anti-Bullying/Harrassment Policy

Developed by: Martin King and Sandy Gibney-Long

Date: Sept 20, 2013

Approved by: _____

Date: _____

1. Purpose

- 1.1. This policy describes the procedure for dealing with bullying/intimidation/harassment within Taiso.

2. Scope

- 2.1. The policy applies to all Taiso athletes, coaches, staff and parents.

3. References

- 3.1. Taiso Competitive Handbook
- 3.2. Sask Sport Harassment Policy Template
<http://www.sasksport.sk.ca/pdf/harassmentPolicy.pdf>
- 3.3. Sask Sport: Children in Sport: An Orientation Guide for Sport Leaders

4. Definitions

- 4.1. Bullying or harassment is a form of discrimination, and refers to conduct based on a prohibited ground, that creates an insulting, intimidating or humiliating environment which the perpetrator knew or ought reasonably to have known would be unwelcome. Harassment can take many forms. It may be verbal, physical, visual or psychological. It can include but is not limited to:
 - written or verbal abuse or threats;
 - cyberbullying
 - the display of racist, sexist or other offensive material;
 - unwelcome remarks, jokes, comments, innuendo, or taunting about a person's looks, body, attire, age, intellectual ability, race, religion, gender, or sexual orientation;
 - leering or other suggestive, obscene gestures;
 - condescending, paternalistic, or patronizing behavior which undermines self-esteem, diminishes performance, or adversely affects working conditions;
 - practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
 - unwanted physical contact, (including touching, petting, pinching, or kissing;)

- unwelcome sexual flirtations, advances, requests, or invitations; or - physical or sexual assault (sexual or physical assault are criminal offenses and the appropriate police authorities should be contacted)

5. Policy/Procedure

- 5.1. Athletes are expected to treat others with respect; including teammates; opponents; coaches; officials. They are also expected to promote a positive environment and refuse to be a bystander which encourages bullying behavior. The personal possessions of other athletes are off limits unless specifically given permission.
- 5.2. Coaches and staff are expected to treat others with respect including athletes, officials and parents/guardians. They should promote a positive environment and promote accountability by helping athletes develop the ability to think before they act and take responsibility for their actions. Coaches should uphold the Coaches Code of Conduct put forth by the Coaches Association of Canada. They should address bullying behavior in an age appropriate manner and keep communication open between the gym and home.
- 5.3. Parents/Guardians are expected to treat coaches, officials and members of the gymnastics community with respect. They should promote accountability in their children and be aware of signs of being bullied and bullying behaviors. Parents/Guardians should be role models for appropriate social behavior and communication.
- 5.4. Prevention of bullying or harassment is the ultimate goal. Athletes, parents and staff members should all be aware that this type of behavior will not be tolerated. In September of each year, a board member will speak with each competitive group to let them know what is expected in terms of behavior. It will be made clear that bullying behavior will not be tolerated and that the club has a policy in place to deal with this. Each athlete and their parent will be issued a “Code of Conduct” contract that they will be expected to sign and return to the office.
- 5.5. Bullying/harassment may be identified by an athlete, a parent, a coach or staff member. A “progressive” policy will be followed.
 - 5.5.1. If a coach observes this behavior first hand, the coach should take the individual(s) aside from their group for mediation/education about proper conduct. A verbal apology and or “handshake” is encouraged with the resolution of the incident.
 - 5.5.2. If a complaint about bullying is brought forth after the event (for example to the competitive coordinator), the primary coach (or Markos if that coach does not want to deal with this type of complaint) will take the individual(s) aside and provide mediation/education about proper conduct. Again a verbal apology or “handshake” is encouraged with the resolution of the incident. The perpetrator will be warned of the consequences of continuing with this type of behavior. The competitive coordinator will email the parents of the children involved and detail how the incident was dealt with. The identity of the other child will be protected.
 - 5.5.3. If there is a second offense (witnessed by the coach or brought forward at a later time), the bully will be taken to the office by the coach or Markos for discussion. A verbal apology or “handshake” will be required of the bully. The

parents of the children involved will again be contacted by email by the competitive coordinator detailing how the incident was dealt with.

5.5.4. Should there be a third offense, a letter will be sent to the parents of the perpetrator outlining an action. The action may vary in degree depending on the situation. It may range from, but is not limited to, restricted attendance at Taiso, to removal of an individual from Taiso membership, to removal of family from Taiso. Situations will be dealt with on a case by case basis by the board for resolution.

5.6. Complaints regarding Taiso staff will be dealt with by the board on a case by case basis. Actions may include (but are not limited to):

- 5.6.1. – a reprimand
- 5.6.2. –verbal or written apology required
- 5.6.3. - letter of reprimand from the sport organization
- 5.6.4. -requirement to retake Ethics in Coaching Course
- 5.6.5. - referral to counseling
- 5.6.6. - removal of certain privileges of membership or employment
- 5.6.7. - demotion or a pay cut
- 5.6.8. - temporary suspension with or without pay
- 5.6.9. - termination of employment or contract