

## Greenwood Lassie League Anti-Bullying Policy

Given the serious effects that bullying has on youth and organizations, GLL has adopted an anti-bullying policy. This policy overview is intended to guide all **Board Members, Coaches, Players, Volunteers, Parents, Guardians and Spectators** in their behavior at GLL games, events, and fields. Bullying not only leads to anxiety and low self-esteem in youth who are targeted, but also causes other youth to feel unsafe. Youth of all ages deserve the right to feel safe and supported by all GLL Board Members, Coaches, players, volunteers and parents.

By raising awareness throughout our league, Board Members, Coaches and Parents can work together to ensure that GLL is a place that youth and parents feel welcome and included.

**Bullying:** Bullying involves behavior by one person or a group of people with the intent to ridicule, harass, humiliate or intimidate another person during league games, events and/or at league fields. Verbal bullying involves **repetitious** behavior and includes the use of words and gestures. Emotional bullying involves rejection, terrorizing, extorting, humiliating, rating/ranking personal characteristics such as race, disability, ethnicity, or perceived sexual orientation. Physical bullying can include a **single** incident of pushing, hitting or kicking a person or interfering with their property.

Bullying which occurs outside of the GLL setting may be addressed by GLL officials only if such conduct markedly interrupts or severely impedes the purposes of the GLL. No amount of bullying is acceptable. Not all joking or horseplay is bullying, but when the intent or effect is to cause distress, continuation or repetition of such behavior is bullying and will not be tolerated.

**Reporting Bullying:** If you are being bullied, or know of someone being bullied, you must tell a coach, player agent, commissioner, or the President of GLL as soon as possible.

**Consequences of Bullying:** If a person involved in the league (including coaches, players, volunteers, guardians and spectators) has taken part in bullying behavior, a warning will be given to that individual. If the behavior continues, that person may be suspended or excluded from the fields for at least one (1) full game. Any further incidents will be referred to the Board of Directors for further action. Board action can include further warnings, discussions with parents and guardians, further suspensions or exclusions, ineligibility for playoff, tournament and/or all-star involvement, up to and including permanent removal from the league, and reporting to local law enforcement.