

ANTI-BULLYING POLICY

Bullying can occur in a variety of locations on and off the field, but has no place in our FC Tigers locker rooms, fields, social media or other digital spaces. The club has a “zero tolerance” for bullying and our club staff have been trained to react swiftly to any circumstance of this behaviour witnessed firsthand. Players, parents and other staff should also be aware of bullying online.

Definition: 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. FC Tigers aim is to properly educate our coaches about bullying so that they are aware of it and can reiterate it to the players.

FC Tigers Code of Conduct

FC Tigers’ Code of Conduct describes the positive behaviours expected of the clubs players, coaches, staff and parents. The code of conduct applies to all, sets standards for behavior, and covers a focused set of expected positive behaviours. Along with our Code of Conduct we expect all our players to adhere to this Anti-Bullying Policy.

Coach Education

FC Tigers 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. 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 and resolution protocol

Conflict Procedure

1. Report bullying incidents to the coach, manager, coordinator or the Club President.
2. Coach/adult needs to contact the TD or Club President 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 behaviour 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 behaviour.
7. If mediation fails and the bullying is seen to continue the club will initiate disciplinary action.
- 8.

Recommended Actions for Resolution

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

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. Minutes should be taken for clarity.
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.