

German Canadian Football Club

Anti-Bullying Policy



Introduction

The German Canadian Football Club (“GCFC”) has a zero-tolerance approach to bullying. GCFC is committed to creating a welcoming, inclusive environment for all participants.

Anti-Bullying Policy

At GCFC, no persons will be negatively impacted by the club for bringing forth reports of bullying at the club or by members / staff of the club. When reports are brought forth, GCFC’s commitment to its membership is to investigate and act on reports of bullying in a private and timely manner, putting the victim’s well-being at the forefront.

How Does GCFC Define Bullying?

Bullying is the use of force, coercion, hurtful teasing or threat, to abuse, aggressively dominate or intimidate. The behavior is often repeated and habitual. One essential prerequisite is the perception (by the bully or by others) of an imbalance of physical or social power. This imbalance distinguishes bullying from conflict. Bullying can be planned or unplanned, it can be performed by groups or individuals, and it can be an isolated incident or ongoing. Examples of bullying include (but are not limited to):

- Emotional bullying - the act of excluding others, using hurtful language, or tormenting (ex. practical jokes, spreading rumours);
- Physical - any use of violence or excessive force;
- Racial - actions and language directed at singling out individuals or groups based on their background or religion;
- Sexual - inappropriate/unwanted contact or comments of a sexual nature; and
- Homophobic - comments, actions, or gestures made towards individuals because of or based on their sexual preferences.

Procedure When Bullying Occurs

The following steps will be taken when instances of bullying become apparent to the GCFC:

- i. Bullying events are to be reported to team officials immediately or as soon as possible;
- ii. GCFC team officials are to speak with the parties involved and may call a meeting with parents, if applicable, to work towards a solution and prevent future incidents;
- iii. GCFC team officials are to report incidents to the GCFC President upon being informed of said incidents;

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- iv. The GCFC board of directors are to maintain records of all incidents, which will be discussed at monthly board meetings unless the matter warrants earlier discussion (at the discretion of the GCFC President);
- v. Should a second incident occur involving the same offender(s), the GCFC board of directors will decide upon the corrective action necessary to create a safe environment; and
- vi. At any time, a bullying report may, at the discretion of the GCFC board of directors, lead to the expulsion or suspension of offending parties, with no refunds. Additionally, the GCFC may consult police when serious matters of bullying are present.

Appeals

Both parties involved may appeal any decisions regarding corrective actions taken by the GCFC team officials or GCFC board of directors. The parties or their legal guardian(s) must write to the club within 72 hours of receiving a decision outlining the grounds of their appeal. Where all parties cannot come to an agreement, GCFC will refer to EMSA - the local soccer governing body - for guidance on an appropriate outcome.