



Anti-Bullying

Rationale

Beaumont Blitz Fastball Association is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work, live and play by. All Beaumont Blitz Fastball Association players have a right to play in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

Mission Statement

Beaumont Blitz Fastball Association actively promotes positive interpersonal relations between all players on all teams.

Principals

- Players have a right to play ball free from intimidation and fear.
- The needs of the victim are paramount, Bullied players will be listened to.
- Reported incidents will be taken seriously by coaches and the Beaumont Blitz Fastball Association Board of Directors and thoroughly investigated.
- False accusations will be taken just as seriously as legitimate complaints, and dealt with accordingly.

Definition of Bullying

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organized, or it may be unintentional. It may be perpetrated by individuals or by groups of players.

Forms of Bullying

- Physical violence such as hitting, pushing or spitting at another player.
- Interfering with another player's property, by stealing, hiding or damaging it.
- Using offensive names, racial or sexual slurs when addressing another player.
- Teasing or spreading rumors about another player or her family.
- Belittling another player's abilities and achievements.
- Writing offensive notes or graffiti about another player.
- Excluding another player from a group activity.
- Ridiculing another player's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person. i.e. Facebook, Snapchat, Instagram, YouTube, Twitter, texting and any other social media site.
- Making false claims or accusations against another player.



The Beaumont Blitz Fastball Association Coaching staff is responsible to:

- Foster in our player's self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behavior we expect of our player's.
- Discuss bullying with all teams, so that every player learns about the damage it causes to the player who is bullied, the bully and the overall effect to the dynamic of the team and the importance of telling a coach and/or parent about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to players who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying and/or incidents of consequence to the President of the Beaumont Blitz Fastball Association and ultimately to the board of directors when deemed necessary
- Follow up any complaint by a parent about the bullying issue, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

We expect our players to:

- Refrain from becoming involved in any kind of bullying on or off the field, even at the risk of incurring temporary unpopularity.
- Intervene to protect the player who is being bullied, unless it is unsafe to do so.
- Report to a member of coaching and/or managing staff, Members of the Board of Directors any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

The Responsibilities of Parents:

We ask our parents to support their daughters and Beaumont Blitz Fastball Association by:

- Watching for signs of distress or unusual behavior in their girls, which might be evidence of bullying.
- Advising their daughters to report any bullying to their coach (Head or Assistant) or Team Manager and explain the implications of allowing the bullying to continue unchecked, for themselves and for other players.
- Advising their daughters not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their daughters, and reassuring them that appropriate action will be taken.
- Keep a written record of any reported instances of bullying and copies of cyber-bullying
- Informing the Beaumont Blitz Fastball Association of any suspected bullying, even if their daughter is not involved.



- Co-operating with the Beaumont Blitz Fastball Association, if their daughter is accused of bullying, try to ascertain the truth. And point out the implications of bullying, both for the players who are bullied and for the bullies themselves.

Social Media

Website

- Our website will include current information on teams, tournament, social events, committees, team schedules, season standings, rules and by-laws.
- No offensive content or photos will be published.

Email

- Committee members, coaches and team managers may use email to provide information about tournaments, training, social events and other business, however: communication involving children will be directed through their parents.

Social Media Websites

- We treat all social media postings, blogs, status updates and tweets as public 'comment'.
- Postings (written, photos or videos) will be family-friendly and feature positive news and events.
- No personal information about our players will be disclosed.
- No statements will be made that are misleading, false or likely to injure a person's reputation.
- No statements will be made that might bring our organization into disrepute.
- Abusive, discriminatory, intimidating or offensive statements will not be tolerated. Offending posts will be removed and those responsible will be blocked from the site.

Player and Parent Responsibility

We expect our players and parents to conduct themselves appropriately when using electronic communication to share information or posting material on public websites connected to Beaumont Blitz Fastball Association. This is extremely important when players are in uniform (*this includes any or all clothing either provided by Beaumont Blitz Fastball Association or purchased in conjunction with Spirit Wear sales. You are representing both Beaumont Blitz Fastball Association well as the Town of Beaumont*).

Electronic Communication

- Must not intimidate, humiliate or bully another person.
- Must not offend or demean themselves or another person.
- Must not be misleading, false or injure the reputation of another person.
- Should respect and maintain the privacy of members.
- Must not bring the organization/team into disrepute.
- This includes all Social Media forums both run by Beaumont Blitz Fastball Association and or the individual players and parents accounts.

Coaches and others who work with children and young people must direct electronic communication through the child's parents.



PROCEDURES FOR DEALING WITH ALL REPORT INCIDENTS

Outline below are the steps that will be taken in response to reports of bullying or social media incidences:

- A written complaint from either the player or players parent/ or Guardian must be received by a Board member.
- Contacting parents'/care givers of all players concerned in the bullying incident
- At the discretion of the Beaumont Blitz Board, Player(s) who are observed bullying will face an immediate suspension.
- At the discretion of the board if the bullying is not observed player may still be suspended from all team activities until an full formal investigation is concluded by Beaumont Blitz Fastball Association coaches and board members.
- Feedback/support will be given to all those concerned
- Confirmation of Bullying will (depending on the severity) result in disciplinary action ranging from game suspensions to a lifetime ban from Beaumont Blitz Fastball
- Depending on the offense, local Police could be contacted
 - Unlike ball, there will be no 3 strikes allowed

Harassment is a crime under the Criminal Code. Harassment is when something a person says or does makes someone fear for his or her safety, or for the safety of others. Even if the perpetrator did not intend to frighten someone, she or he can be charged with harassment if the target feels threatened. Criminal harassment is punishable by up to 10 years in prison.

Defamatory libel is a crime under the Criminal Code. It is most often treated as a crime if the libelous statement is directed against a person in authority and could seriously harm his or her reputation. Defamatory libel is punishable by up to five years in prison.



Player and Parent/Guardian Agreement

Anti-Bullying /Social Media

I, _____ commit that I will not bully my teammates. When I witness bullying, I will report it to a coach/parent. I have read and agree to the Beaumont Blitz Fastball Association Anti-Bullying Policy and Social Media Policy.

Player's signature

Team

Date (MM/DD/YEAR)

Parent/Guardian Responsibility:

I, _____ commit to encouraging my daughter to always respect others. I will also respect all other adults (parents, guardians and coaching staff) of Beaumont Blitz Fastball Association and officiating Umpires. I have instructed my daughter not to bully. I have advised my daughter to report any signs of bullying. I have read and agree to the Beaumont Blitz Fastball Association Anti-Bullying Policy and Social Media Policy.

Parent/Guardian Signature

Date (MM/DD/YEAR)