



Chinooks Discrimination and Bullying Policy

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This policy sets out the principles and practices of Chinooks FC with regards to bullying, and discrimination.

Statement of purpose

We Chinooks FC, are committed to providing a safe sport environment for players seeking personal enjoyment, challenge, and growth. To provide said safe environment, it is important for our players to be protected from bullying and discrimination. With the help of our codes of conduct and acceptable behavior policies, we will raise awareness on these issues while protecting our players from abuse. Chinooks FC is committed to keeping all forms of abuse away from the game.

Policy

It is the policy of Chinooks FC that there shall be no bullying or discrimination. Chinooks FC will not tolerate disrespectful behaviour, harassment, or abuse in any form. It is Chinooks FC's expectation that every parent, volunteer and staff member will take the appropriate steps to assure the protection of the children and to uphold Chinook's values.

Definition of Bullying

Bullying is usually seen as acts or verbal comments that could psychologically or 'mentally' hurt or isolate a person. Sometimes, bullying can involve negative physical contact as well. Bullying usually involves repeated incidents or a pattern of behaviour that is intended to intimidate, offend, degrade or humiliate a particular person or group of people. It has also been described as the assertion of power through aggression. Here are 4 types of bullying: verbal, physical, social and cyber.

Verbal bullying includes behaviours such as:

- name-calling, insults and put-downs
- teasing or taunting
- threatening
- making or telling jokes that shame or humiliate someone
- making racist, sexist or homophobic comments
- harassing using sexualized language

Physical bullying includes behaviours such as:

- hitting, slapping or punching
- pushing or kicking
- grabbing or choking
- spitting
- making obscene gestures
- froshing or hazing
- stealing or damaging property

Social/relational bullying includes behaviours such as:

- gossiping or spreading rumours
- ganging up on someone
- leaving someone out



- ignoring or denying someone's accomplishments
- keeping someone away from their friends or peers

Cyberbullying includes behaviours such as:

- sending mean or hurtful content through texts, email or social media
- taking embarrassing pictures of someone and sharing them online without their permission
- using someone else's account and sending hurtful content while pretending to be them
- creating online polls to rate people in demeaning or hurtful ways

Definition of Discrimination

Discrimination is an action, policy, practice, or decision that has a negative effect on an individual or group and is related to certain personal characteristics such as race, age, disability, gender, religious beliefs, family status, or sexual orientation. The behaviour may or may not be intentional

Applicable Grounds for Discrimination

- Race
- National or Ethnic Origin
- Colour
- Religion
- Age
- Sex
- Sexual Orientation
- Gender Identity or Expression
- Family Status
- Disability
- Genetic Characteristics

Duty to Report

Bullying and discrimination are collective problems that require urgent attention. Chinooks FC is committed to eliminating and preventing any form of bullying and discrimination in the sport. Chinooks FC staff must have a special awareness of potential issues. Moreover, staff and volunteers and parents have the responsibility to ensure the safety of the players by taking the appropriate measures. All members of Chinooks FC have a moral responsibility to report suspected bullying or discrimination, regardless of whether the behavior or incidents were personally witnessed, or not. This includes incidents of discrimination based on a person's gender, gender identity, race, ethnicity, nationality, religious beliefs, language, sexual orientation, age or other status. Reporting incidents is our obligation and independent duty. Therefore, immediately notify the designated Director responsible for Safe Sport. It will then be their responsibility to notify the proper authorities to investigate the allegations.

The following steps will be taken by Chinooks FC:

- Will take immediate action, if necessary, to remove the accused from the program, if warranted.
- All allegations will be taken seriously
- Will reach out to the victim and their family to show care and support and extend whatever resources necessary.
- Will keep a written report of the steps taken by the organization in response to the reported abuse.



The report will contain only factual information relevant to the situation. This documentation will be kept in a secure place. All staff and volunteers must report suspected child abuse (sexual or otherwise), inappropriate behavior or incidents that they become aware of, whether the behavior or incidents were personally witnessed or not.

Reporting information about potential child abuse allows:

- An authority, like child welfare and/or police, to determine whether it is necessary to investigate.
- The parent(s) or guardian(s) to proactively take steps to protect their child.
- Mandatory reporting legislation removes any personal or professional dilemma from becoming a barrier to reporting.

It is not uncommon for people to minimize or deny what a child tells them during a disclosure. People are often concerned about being wrong and causing problems. Remember, reporting may disrupt existing or future abuse from occurring against other children, as well.

Where to Report

All allegations or suspicions of inappropriate behavior (see above examples), that a staff/volunteer learns of or witnesses' first-hand must be reported to the Safe Sport designate, within Chinooks FC at safesport@chinooksoccer.com.

Keep in mind that you may learn of potentially illegal or inappropriate behavior through the child or a third party, or you may witness it first-hand.

Examples of the type behavior you may learn of or witness and that you must report as set out above includes:

1. Potentially Illegal behavior by a Staff/Volunteer of the organization
2. Potential Illegal behavior by a third party, such as a Parent, Teacher, Babysitter, Coach.

If you are not sure whether the issue you have witnessed or heard about involves potentially illegal behaviour or inappropriate behaviour, discuss the issue with the Chinooks Director responsible for Safe Sport who will support you through the process.

Follow up on Reporting

When an allegation or suspicion of potentially illegal behaviour is reported, police and/or a child welfare agency will be notified. Chinooks FC will follow up internally as appropriate.

When an allegation or suspicion of inappropriate behaviour is made, Chinooks FC will follow up on the matter to gather information about what happened and determine what, if any, formal or other disciplinary action is required.

In the case of inappropriate behaviour, if:

- Multiple behaviours were reported
- Inappropriate behaviour is recurring, or
- The reported behaviour is of serious concern the Chinooks FC soccer club may refer the matter to a child welfare agency or the police.