



## ***Olive PONY Policy Against Harassment, Intimidation & Bullying***

We ask that all families to review this Olive Pony Policy against Harassment, Intimidation and Bullying with their children. Together we can ensure that all of our children and Olive Pony participants have a better understanding of the issue and can help make Olive Pony enjoyable for everyone.

Olive Pony prohibits and will not tolerate acts of harassment, intimidation and bullying (including cyberbullying). “Harassment, intimidation or bullying” means any gesture, any written, verbal or physical act, or any electronic communication, whether it is a single incident or a series of incidents that:

1. Is reasonably perceived as being motivated by either any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability; or
2. By any other distinguishing characteristics; and that
3. Takes place in relation to any program function or team; and that
4. A reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming a player or damaging the player’s property, or placing a player in reasonable fear of physical or emotional harm to his/her person or damage to his/her property; or
5. Has the effect of insulting or demeaning any player or group of players; or
6. Creates a hostile environment for the player by interfering with a player’s participation or by severely or pervasively causing physical or emotional harm to the player. Notification of any alleged harassment, intimidation or bullying shall be made to the affiliated Coach, Manager, and Board person on duty or any Board Member.

The procedure for remediation will be as follows:

1. If the Coach of the alleged victim is notified, the Coach is obligated to report the allegation to the Board person on duty or Board Member.

2. The Board person on duty or Board Member will gather all pertinent information in a fair, respectful and confidential manner regarding the alleged harassment, intimidation or bullying and review with both the accuser and the accused.
3. The Board person on duty or Board Member will evaluate and offer an opinion to the Olive Pony Executive Board for a Vote – this could result in penalties, up to and including expulsion, or suspension from the program for the coach depending upon the infraction.
4. Upon a vote from the Olive Pony Executive Board, the accused will be notified of the Board's position and the appropriate action will be followed.