

## Hingham Girls Hockey Policy on Bullying

Hingham Girls Hockey strives to provide a fun and safe environment for girls to learn and enjoy hockey. Bullying or harassment of any kind by players, parents, or coaches will not be tolerated and will be dealt with swiftly.

***What is bullying? Bullying is cruel behavior, done on purpose and repeated over time, that involves an imbalance of power between the individuals involved. (USA Hockey/SafeSport)***

Suspected incidents of bullying between players should be reported immediately to the players' coach. Incidents involving adults bullying players should be reported immediately to a member of the Hingham Girls Hockey Board or by sending an email to [HGH02043@gmail.com](mailto:HGH02043@gmail.com).

The Hingham Girls Hockey Board uses the following process to investigate any complaint of bullying:

1. The Board President will immediately appoint 2-3 board members not associated with the team in question to investigate the allegation.
2. Board members investigating will interview coaches, parents, and players, as necessary, to gather information about the allegation.
3. Investigating Board members will determine if bullying took place and will report back to the full board at a meeting called by the Board President.
4. If the Board finds evidence of bullying, the Board will take action, which may include the following:
  - If the offender is a player, for a first offense contact will be made with the parent.
  - For a second offense, a player may be suspended from for a minimum of 30 days of practices and games, more if the HGH Board deems the offense serious enough. For a third offense, the player may be banned from Hingham Girls Hockey.
  - If the offender is a coach, the coach will be relieved of any coaching duties and banned from all HGH activities indefinitely.
  - If the offender is a parent, the parent will be banned from all HGH activities for one year. A second offense will result in permanent banishment.
  - If an offense is deemed serious enough by the HGH Board, it may refer the matter to local authorities.