

# **ONTARIO SOCCER MATCH OFFICIAL BULLYING AND HARASSMENT PREVENTION PROGRAM PROPOSAL AND ACTION PLAN**

Stop the Cycle. Change the Culture.

[ontariosoccer.net.NoRefNoGame](https://ontariosoccer.net.NoRefNoGame)

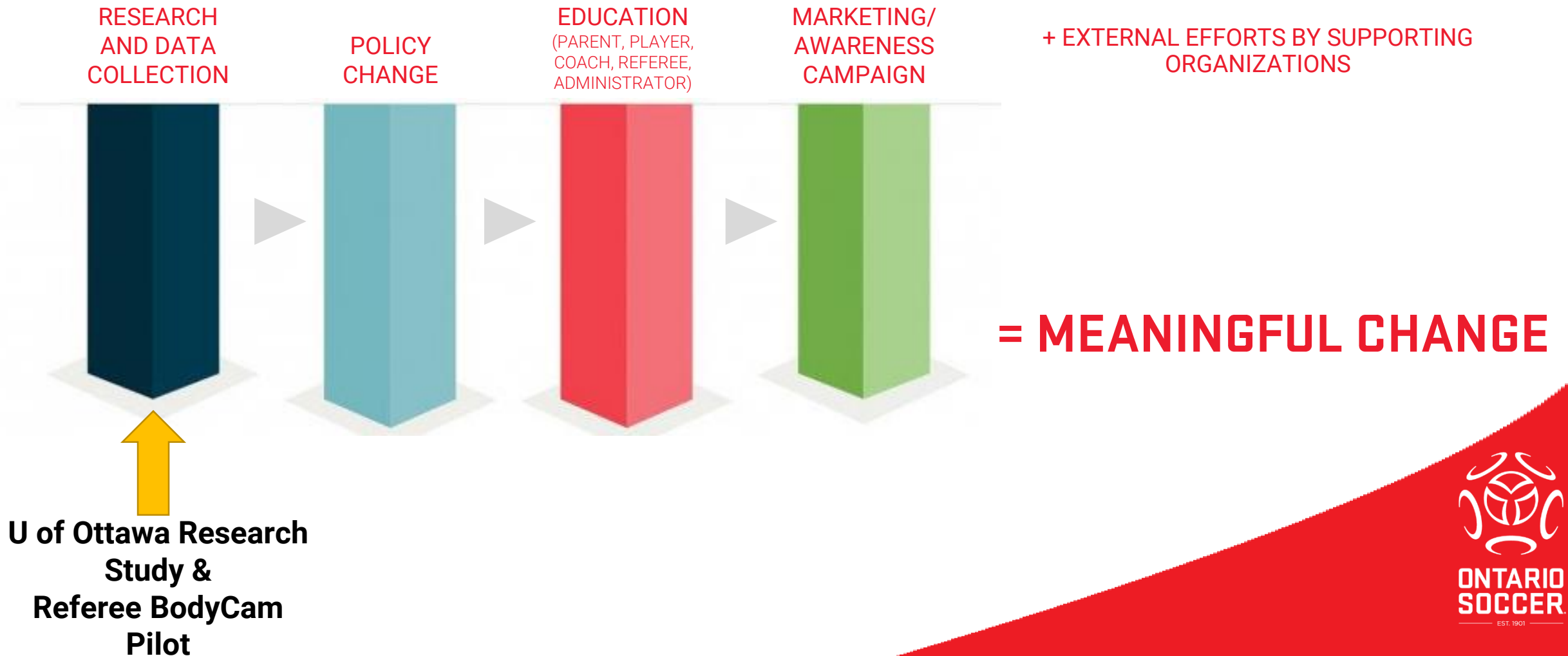
## CORE STRATEGIC QUESTIONS:

- **WHY?**
  - The bullying and harassment culture around Match Officials in Ontario needs to change.
  - Match Official retention numbers are historically low, and threaten the viability of our game.
- **HOW?**
  - We will protect our Match Officials from the mental health impacts of bullying and harassment.
  - Research and data will drive change throughout all levels of the game.
- **WHAT?**
  - A multi-year program that holistically addresses policy change and public/member education, and is supported by a marketing and awareness campaign.



**Stop the Cycle. Change the Culture.**

# PILLARS OF THE ONTARIO SOCCER PLAN:



# ONTARIO SOCCER MARKETING, AWARENESS AND PILOT CAMPAIGN

## PHASE 1

JUNE 2022 – AUG 2022

**MILKUP  
ACTIVATION**  
(NEW MO SWAG)

**PLEDGE**

**CHARTER**

## PHASE 2

SEPT 2022 – DEC 2022

INTERIM  
PLANNING  
PHASE

## PHASE 3

JAN 2023 – SEPT 2023

**OUTDOOR  
CAMPAIGN**

**TAKE 5  
CAMPAIGN**

**CROSS-  
PROMOTION**

**CLUB  
TOOLKIT**

## PHASE 4

MAY 2023-MARCH 2024

**BODYCAM  
PILOT**

**BODYCAM  
PILOT  
ANALYSES  
AND  
REPORTING**



**ONTARIO  
SOCCER**  
EST. 1901

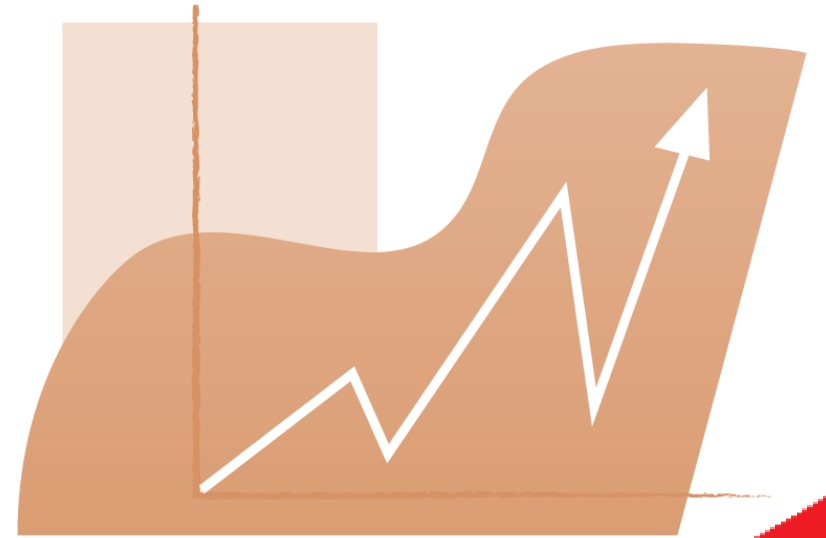
## EXTERNAL ACTIVITIES IMPACTING CHANGE:



- **Canada Soccer**
  - Video Campaign - 2023
- **Ontario Sport Network**
  - Anti-Abuse Campaign – Announced 2022, ongoing
- **University of Ottawa**
  - 3-5 year research project on mental health impact of abuse on young referees – beginning fall of 2022

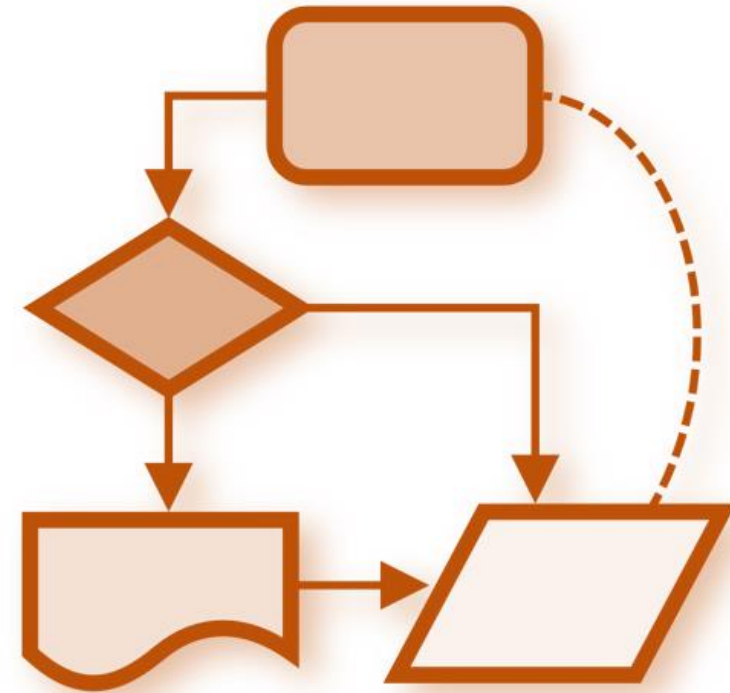
# RESEARCH AND DATA COLLECTION AND ANALYSIS:

- General Research
  - Case studies from other organizations
  - Academic research
- Survey Methods
  - Previous survey data
  - New survey data
    - Provide a baseline
  - Qualitative and quantitative data
  - Analyze and mine for relevant and meaningful information



## POLICY CHANGE:

- Engage appropriate stakeholders in a working group
  - Gather information on current policy
- Work with Match Official Development Committee to propose new policy to further support Match Officials
- Assemble Focus Groups to review policy change proposals
  - Gather feedback from Focus Groups
- Review feedback with stakeholder group and Committee
- Implement change to policy as appropriate



## EDUCATION:

- Create education opportunities (courses, videos, certifications, etc.) within the following areas:
  - About the new policies protecting our Match Officials (i.e.. Take 5 Rule)
  - More Coach education around the Laws of the Game
  - Parent/Player/Coach education
    - Soccer 101/Wiki
  - Match Official education
    - Ensure their education and certifications are up to date







When feeling overwhelmed by a faraway goal, repeat the following.  
'I have it within me right now, to get me where I want to be later.'

Karen Salmansohn