



# ANTI-BULLYING - STOP THE CYCLE, CHANGE THE CULTURE

## Responsibilities of participants within Stratford Youth Soccer Programs

**Individuals** participating in any Stratford Youth Soccer program have a responsibility to:

- Maintain and enhance the dignity and self-esteem of Individuals and other participants by:
  - Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, race or perceived race, nationality, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, class, marital status, family status, religion, political belief, physical or mental disability, economic status or source of income
  - Demonstrate the spirit of sportsmanship, sport leadership, and ethical conduct
  - Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory
  - Treating individuals fairly and reasonably
  - Adhere to SYS rules and policies and the spirit of those rules and policies
- Refrain from any behavior that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading, or malicious. Types of behavior that constitute harassment include, but are not limited to:
  - Written or verbal abuse, threats, or outbursts
  - The display of visual material which is offensive or which a reasonable person ought to know is offensive in the circumstances
  - Racial harassment, which is racial slurs, jokes, name calling, or insulting behaviour or terminology that reinforces stereotypes or discounts abilities because of racial or ethnic origin
  - Unwelcome remarks, jokes, comments, innuendo, or taunts
  - Leering or other suggestive or obscene gestures
  - Condescending or patronizing behaviour, which is intended to undermine self-esteem, diminish performance or adversely affect working conditions
  - Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance
  - Hazing
  - Retaliation or threats of retaliation against an individual who reports harassment to SYS
  - Bullying
  - Offensive or intimidating communications, including social media
  - Inappropriate use of social media
  - Displaying or circulating offensive pictures, photographs or materials in printed or electronic form

- Psychological abuse
  - Discrimination
  - Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, demeaning or intimidating
- Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment
  - Retaliation or threats of retaliation against a person who reports harassment
- Refrain from any behaviour that constitutes violence, where violence is defined as the exercise of physical force, that causes or could cause physical injury; an attempt to exercise physical force that could cause physical injury; or a statement or behaviour that it is reasonable to interpret as a threat to exercise physical force. Types of behaviour that are applicable to this section include, but are not limited to:
    - Verbal threats to attack
    - Sending to or leaving threatening notes or emails
    - Making threatening physical gestures
    - Wielding a weapon
    - Hitting, pinching or unwanted touching which is not accidental
    - Throwing an object
    - Blocking normal movement or physical interference, with or without the use of equipment
    - Any attempt to engage in the type of conduct outlined above
- Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but are not limited to:
    - Sexist jokes
    - Sexual violence
    - Display of sexually offensive material
    - Sexually degrading words used to describe a person
    - Inquiries or comments about a person's sex life
    - Unwelcome sexual flirtations, advances, requests, invitations or propositions
    - Inappropriate sexual touching, advances, suggestions or requests
    - Persistent unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
    - Physical or sexual assault

- Abstain from the use of illegal drugs, or illegal or non-prescribed performance-enhancing drugs or methods.
- Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate or unwanted activities
- While acting in the capacity as either a coach or volunteer responsible for supervising activities and/or athletes, refrain from consuming recreational drugs, intoxicants or alcohol.
- Respect the property of others and not willfully cause damage
- Adhere to all federal, provincial, municipal and host country laws
- Comply, at all times, with the SYS By-laws, policies, procedures, and rules and regulations, as adopted and amended from time to time
- Treat all other Individuals with respect
- Report to the Organization any ongoing criminal investigation, conviction, or existing bail conditions involving yourself, including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal substance