

Anti Bullying Policy  
an amendment to the Participant Code of Conduct

This policy includes, but is not limited to:

- Any participant who engages in bullying may be subject to disciplinary action up to and including removal from the program.
- Participants are expected to immediately report incidents of bullying to the jr. coach, team manager or Director.
- Participants can rely on Directors to promptly investigate each complaint of bullying in a thorough and confidential manner. Parents will be informed and will be asked to come in to a meeting to discuss the problem.
- If the complainant participant or the parent of the participant feels that appropriate resolution of the investigation or complaint has not been reached, the participant or the parent of the participant should contact the organizations board of directors. The organization prohibits retaliatory behavior against any complainant or any participant in the complaint process.

The procedures for intervening in bullying behavior include, but are not limited, to the following:

- All team managers, participants and their parents will receive a summary of this policy prohibiting intimidation and bullying: at the beginning of the cheer season, as part of the organization's paperwork delivery/collection to parents.
- The organization will make reasonable efforts to keep a report of bullying and the results of investigation confidential.
- Coaches and or team managers who witness acts of bullying shall take immediate steps to intervene when safe to do so. People witnessing or experiencing bullying are strongly encouraged to report the incident; such reporting will not reflect on the target or witnesses in any way.
- If necessary and appropriate, the police will be consulted.
- An attempt will be made to help the bully (bullies) change their behavior.
- If mediation fails and the bullying continues the program will initiate disciplinary action up to and including removal from the program.

Parent \_\_\_\_\_  
Signature\_\_\_\_\_Team\_\_\_\_\_