Anti-Bullying Policy (September 2022)

Bullying has become a major issue today. Whether it is at school or on the soccer field, bullying is an issue that needs to be addressed. North York FC (NYFC) recognizes the seriousness of bullying and wants to bring this issue to the forefront of the club's policy. As a community club within North York, NYFC is set on implementing a progressive policy that will aim to prevent bullying and make for a better overall environment on and off the field for our players.

Bullying is defined as unwanted, aggressive behavior among children and youth that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. Both kids who are bullied and who bully others may have serious, lasting problems. A safe and inclusive learning environment in our club is critical for our players to achieve success. Parents and players must be confident in knowing that our club environment is free from harassment, violence, intolerance, and intimidation, all of which are forms of bullying. NYFC would like to make bullying aware of all of our players and coaches. The aim is to properly educate our coaches about bullying so that they are aware of it and can reiterate it to the players.

NYFC Code of Conduct

North York FC code of conduct describes the positive behaviors expected of the club's player's coaches and parents. The code of conduct applies to all, sets standards for behavior, and covers a focused set of expected positive behaviors. Along with our Code of Conduct we expect all our players to adhere to this Anti-Bully Policy.

Coach Education

NYFC will make all our coaches aware of this Anti-Bullying policy. Our coaches will be trained on how to be more aware about bullying and so they can reiterate that awareness to their players. We will expect our coaches to employ preventative measures so that bullying is not an issue for any of our players. If cases of bullying do arise, we have a conflict resolution protocol (see below).

Conflict and resolution protocol

Conflict Procedure

1. Report bullying incidents to the coach, manager, coordinator or a member of the Executive Board.

2. Coach/adult needs to contact the executive immediately.

3. Parents should be informed and will be asked to come in to a meeting to discuss the problem.

4. If necessary and appropriate, police will be consulted.

5. The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly.

6. An attempt will be made to help the bully (bullies) change their behaviour.

7. If mediation fails and the bullying is seen to continue the club will initiate disciplinary action.

Recommended Actions for Resolution

If NYFC coaches decide it is appropriate for the parties involved to deal with the situation they should follow the procedure outlined below.

1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.

2. If this fails/is not appropriate, the coach(es) of the team should meet with the parent and child alleging bullying to get details of the allegation. Minutes should be taken for clarity.

3. The coach(es) should meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken.

4. The coach(es) should talk to anyone else that may have been involved to gather additional information; again, minutes should be taken.

5. If bullying has in their view taken place the athletes should be warned and put on notice of further action. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.

6. All other coaches involved with both athletes should be made aware of the concerns and outcome of the process i.e. the warning. North York FC Anti-Bullying Policy is in line with Bill 14 of the Anti-Bullying Act, 2012 from the Legislative Assembly of Ontario.