

BULLYING



PURPOSE

The purpose of this policy is to outline the process used by Carstairs Minor Hockey Association (CMHA) to deal with bullying, harassment or abuse.

BULLYING

Carstairs Minor Hockey Association will not tolerate Bullying, Harassment or Abuse to any of the players, coaches or officials. Reports of bullying, harassment or abuse will be investigated and offenders will be dealt with by the CMHA Board.

Each offence will be brought forward to the CMHA Board. The Board will determine the severity of the offence and determine the punishment. All offences will be kept on file for the remainder of their tender with the Association.

Consequences for players of incidents which are found to be legitimate are as follows:

Level 1: Meeting with the parents/child and CMHA Board, retake of the Respect in Sport for the parent/guardian.

Level 2: Two (2) Game Suspension, retake of the coach version of the Respect in Sport for the parent/guardian.

Level 3: Suspension for remainder of year, redo coach version of the Respect in Sport for the parent/guardian. No refund of fees is permitted at any time of the season.

Level 4: Complete expulsion from CMHA. No refund of fees is permitted at any time of the season.

WRITTEN AND CYBER-BULLYING

Written & Cyber bullying is defined as harmful actions that are communicated via written or electronic media and are intended to embarrass, harm, or slander another CMHA participant.

Some examples of the bullying policy are:

1. continually criticizing the target's abilities
2. blaming the target of the bullying for mistakes
3. repeated insults or put downs of the target

BULLYING



4. denying or discounting the targets accomplishment
5. Threats of and actual physical violence toward the target

Written and Cyber-Bullying in the CMHA will be dealt with as per the following:

- Information will be gathered from sources linked to the incident
- The incident will be reviewed by the CMHA Board
- Consequences are the same as those listed for Bullying.