

Tornado Youth Hockey Anti-Bullying Policy

Definition

Bullying is a series of negative and/or violent repetitive actions between individual players or groups of players. Bullying is deliberate or intentional behavior using words or actions, intended to cause fear, intimidation or harm. Bullying may be repeated behavior and involves an imbalance of power. The behavior may be motivated by an actual or perceived event. Distinguishing characteristic, such as, but not limited to: age; national origin; race; ethnicity; religion; gender; gender identity; sexual orientation; physical attributes; physical or mental ability or disability; and social, economic or family status. Bullying may involve verbal, physical, and/or indirect behavior.

Examples of Bullying

Verbal bullying behaviors may include, but are not limited to:

- Intimidating
- Name-calling
- Threatening
- Teasing
- Intentionally excluding someone from a group
- Racist remarks

Physical bullying behaviors may include, but are not limited to:

- Slashing/hacking
- Kicking
- Punching
- Slapping
- Pulling on and/or tearing clothes
- Shoving
- Spitting
- Making faces
- Making dirty gestures (either cruel or sexual)
- Restraining another against their will
- Threatening remarks or actions involving equipment or a weapon
- Stealing (taking things from someone repeatedly, like equipment, gloves, helmet, Skates, clothing, etc.)

- Boarding/spearing/
- Tripping
- Ice picking
- Biting

Indirect bullying behaviors may include, but are not limited to:

- Spreading cruel rumors
- Intimidation through gestures
- Social exclusion
- Practice exclusion i.e. deliberate exclusion from team activities.

“Cyber-bullying” – when a child, preteen or teen is tormented, threatened, harassed, humiliated, embarrassed, or otherwise targeted by another child, preteen, or teen using the Internet i.e. Facebook/twitter, interactive and digital technologies or mobile phones.

Threats

A threat to harm others is defined as any written, verbal, physical or electronically transmitted expression of intent to physically injure or harm someone else. A threat may be communicated directly to the intended victim or communicated to a third party. Threatening behavior is prohibited in any manner in connection with any USA Hockey sanctioned activities or events.

Any TYH Hockey participant, parent of a participant, or coach who engages in any act of threatening or harassing behavior is subject to appropriate disciplinary action including but not limited to suspension, permanent suspension, and/or referral to law enforcement authorities. The severity and pattern, if any, of the threatening behavior and/or result shall be taken into consideration when disciplinary decisions are made.

Harassment

Harassment includes **any pattern** of physical and/or non-physical behaviors that (a) are intended to cause fear, humiliation, or annoyance, (b) offend or degrade, (c) create a hostile environment, or (d) reflect discriminatory bias in an attempt to establish dominance, superiority, or power over an individual participant or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression, or mental or physical disability.

Examples of harassment prohibited by this Policy include, without limitation such non-physical offenses as (a) making negative or disparaging comments about a participant's sexual orientation, gender expression, disability, religion, skin color, or ethnic traits; (b) displaying offensive materials, gestures, or symbols; and (c) withholding or reducing playing time to a participant based on his/her sexual orientation.

Sexual Harassment is a form of harassment prohibited by this Policy. It shall be a violation for any employee, volunteer, independent contractor or other participant to harass a participant(s) through conduct or communications of a sexual nature or to retaliate against anyone that reports sexual harassment or participates in a harassment investigation. The TYH Board shall investigate all indications, informal reports and formal grievances of sexual harassment by any player, parent, coach, or official and appropriate corrective action shall be taken. Corrective action includes taking all reasonable steps to end the harassment, to prevent harassment from recurring and to prevent retaliation against anyone who reports sexual harassment or participates in a harassment investigation.

Unwelcome sexual advances, requests for sexual favors, or other verbal, nonverbal or physical conduct of a sexual nature may constitute sexual harassment, even if the harasser and the participant being harassed are the same sex and whether or not the participant resists or submits to the harasser, when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of a participant's participation in any activity; or
2. Submission to or rejection of such conduct by a participant is used as the basis for decisions affecting the participant; or
3. Such conduct is sufficiently severe, persistent or pervasive such that it limits a participant's ability to participate in or benefit from a hockey related program or activity or it creates a hostile or abusive environment.

Any conduct of a sexual nature directed by a minor toward an adult or by an adult to a minor is presumed to be unwelcome and shall constitute sexual harassment.

Acts of verbal or physical aggression, intimidation or hostility based on sex, but not involving conduct of a sexual nature may also constitute sexual harassment. Legitimate non-sexual touching or other non-sexual conduct is **not** sexual harassment.

B: Prohibition

- Bullying/treats/harrassing behaviors are prohibited in all facilities that TYH participates in, i.e. Omni Center and all visiting facilities.

C. Reporting procedures

- All team members and coaches or officials that observe or become aware of acts of bullying are required to report these acts to the coach directly involved with the victim and/or abuser.

- While other team members are often the perpetrators of bullying, it is a violation of this Policy if a coach or other responsible adult knows or should know of the bullying behavior but takes no action to intervene on behalf of the targeted participant(s).
- There shall be no retaliation against persons making such reports. Individuals engaging in retaliatory behavior will be subject to disciplinary action by the TYH board.