



## Anti-Bullying Policy

**Effective** December 2025  
**Date:**

**KSYSYA** has adhered to this Anti-Bullying Policy to help guide and protect the children that participate in our activities as players, referees, coaches or in any other capacity. Bullying can be defined as intentional hurtful and aggressive behaviour that makes others feel uncomfortable, scared or upset, and it is the responsibility of the club, our staff and volunteers to create a safe, free of bullying soccer environment.

*\*Resources below were provided by the Government of British Columbia*

### IMPORTANCE OF AN ANTI-BULLYING POLICY

According to the data provided by the Provincial Government, 1 in 3 Canadian teens say they've been bullied recently and almost half of Canadian parents say their kid has been bullied at some point.

A person who shows bullying behaviour usually picks on another person's culture, disability, ethnicity, gender identity, looks, religion, or sexual orientation - children who identify as lesbian, gay, bisexual, trans-identified, two-spirited, queer or questioning (LGBTQ) are discriminated against three times more than heterosexual students.

The effects of bullying can be traumatic and long-lasting, affecting even adulthood by causing extended psychological harm.

### DEFINING BULLYING

It's important to know the difference between bullying and single acts of aggression or conflict. Not all mean or rude behaviour or conflict is bullying. Understanding the difference helps when it comes to knowing how to intervene.

Bullying is a persistent pattern of unwelcome or aggressive behaviour that hurts others physically and/or emotionally. For a situation to be considered bullying, three indicators are usually present:

- **Power** – children who bully acquire their power through physical size and strength, by status within the peer group, and by recruiting support of the group.
- **Frequency** – bullying is not a random act. It is this factor that brings about the anticipatory terror in the mind of the child being bullied that can be so detrimental and have the most debilitating long-term effects.
- **Intent to harm** – children who bully generally do so with the intent to either physically or emotionally harm the other child.

A person who shows bullying behaviour says or does something intentionally hurtful to others and they keep doing it, with no sense of regret or remorse – even when it's obvious that they've hurt a person or when they're asked to stop.

## **TYPES OF BULLYING**

- **Physical** – hitting, kicking, tripping, pinching, pushing, damaging property.
- **Verbal** – name-calling, insulting others, teasing, intimidating others, making homophobic or racist comments, verbal abuse.
- **Social and emotional (or relational)** – Doing things to harm someone else's reputation or make them feel embarrassed or humiliated by lying, spreading rumours, making mean gestures or jokes, excluding someone.
- **Cyber** – teasing or humiliating a person online using social media, cruel websites (e.g. posting photos of others on rating websites), video games, instant message or texting. Cyberbullying is constantly evolving and changing with new technology and it can reach a child even in the privacy of their own home.

## **SIGNS THAT A CHILD IS BEING BULLIED**

Kids who are being bullied by others will often display a change in behaviour or emotions, like:

- Not wanting to go to school or participate in extra-curricular activities.
- Anxious, fearful or over-reactive.
- Having low self-esteem and making negative comments about themselves or a former friend
- Regular complaints of stomachaches, headaches, and other physical symptoms without any particular cause.
- Less interest in school or soccer.
- Injuries, bruising, damaged clothing, or broken items.
- Unhappy and irritable.
- Trouble sleeping, nightmares, bedwetting.
- Frequently crying.
- Threatens to hurt themselves or others.
- Significant changes in social life (i.e. no one is calling or inviting them out).

## **SIGNS THAT A CHILD IS ENGAGING IN BULLYING BEHAVIOUR**

Kids who exhibit bullying behaviour may show signs that they are using power aggressively, such as:

- Little concern for the feelings of others.
- Aggressive with siblings, parents, teachers, friends and animals.
- Bossy and manipulative to get their own way.
- Coming home with unexplained objects or extra money.
- Secretive about possessions, activities or where they've been.
- Easily frustrated and quickly angered.
- Believe aggression is an acceptable way to resolve conflicts.
- Abuse others physically or verbally.
- Get into fights and blame others for starting them.
- Have a need to dominate others.
- Have two or three friends who are also aggressive.
- Hang out with increasingly younger children.
- Quick to interpret accidents or neutral events as deliberate hostile acts.

## BULLYING REPORTING PROCEDURE

KSYSA is committed to providing a safe, respectful, and inclusive environment for all participants. Bullying of any kind will not be tolerated. This action plan outlines how bullying concerns are reported, documented, investigated, and addressed.

### 1. Designated Club Official

- KSYSA will designate a **Safety Officer (SO), usually the Vice President**, as the primary point of contact for all bullying-related concerns.
- The Safety Officer should be trained in youth safeguarding, conflict management, and confidentiality.
- Contact information for the SO will be clearly communicated to players, parents/guardians, coaches, and volunteers.

### 2. Reporting Procedure

- Bullying may be reported by **players, parents/guardians, coaches, officials, or volunteers**.
- Reports can be made:
  - Directly to the Safety Officer (in person, by phone, or by email), or
  - Through a confidential written reporting form provided by the club.
- There is **no express time limit** for initiating a complaint; however, consistent with Canada Soccer's Guide to Safety, every effort should be made to report concerns as soon as possible to ensure timely intervention and accurate recall of events.

### 3. Documentation

- All reports and complaints will be **formally documented in writing**, including:
  - Date, time, and location of the incident
  - Individuals involved
  - Description of the behaviour
  - Any immediate actions taken
- Records will be stored securely and treated as confidential, shared only with those who need to know.

### 4. Initial Response & Support

- Upon receiving a report, the Safety Officer will:
  - Acknowledge the complaint promptly
  - Ensure the immediate safety and well-being of the affected child(ren)
  - Provide support and clear communication to the child and their family about next steps

### 5. Investigation & Escalation

- The Club Safety Officer will conduct or coordinate a fair and impartial review, which may include speaking with:
  - The affected individual(s)
  - The alleged respondent(s)
  - Witnesses (as appropriate)
- If the behaviour is substantiated, disciplinary actions will be applied in accordance with KSYSA, BC Soccer, and Canada Soccer policies.
- **Serious incidents**, repeated bullying, or behaviour that may constitute criminal activity will be escalated to:
  - KSYSA Executive
  - BC Soccer (if required)

- **Police or child protection authorities**, where deemed necessary

## **6. Follow-Up**

- KSYSA will monitor the situation to ensure the bullying behaviour has stopped.
- Ongoing support may be offered to affected players and families.
- Retaliation against anyone who reports bullying is strictly prohibited and will result in disciplinary action.

## **BULLYING CONFLICT RESOLUTION**

KSYSA is committed to resolving bullying incidents in a fair, transparent, and child-centred manner, with a primary focus on safety, accountability, and reconciliation where appropriate.

### **1. Designated Official**

- KSYSA will appoint a Safety Officer (CSO) or designate another trained Club Official as the single point of contact for parents/guardians of all children involved.  
This Club Official will oversee the resolution process and ensure consistent communication.

### **2. Notification of Parents/Guardians**

- Parents/guardians of all players involved in a reported bullying incident will be notified in a timely manner.
- Communication will be factual, respectful, and mindful of confidentiality.

### **3. Assessment & Initial Response**

- The designated Club Official will assess the situation promptly, including the nature, severity, and frequency of the behaviour.
- Where it is safe and appropriate, the Club Official will first attempt informal resolution and reconciliation between the parties involved.
- Player safety and emotional well-being will guide all decisions.

### **4. Mediation & Club Liaison**

- If direct reconciliation is appropriate, the Club Official will mediate a structured conversation involving:
  - The children involved (as age-appropriate)
  - Their parents/guardians
- If direct mediation is not feasible, the Club Official may appoint a club liaison (e.g., coach or other relevant representative) to meet separately with both parties and any witnesses.

### **5. Action & Escalation**

- Based on the information gathered, the Club Official will determine appropriate next steps, which may include:
  - Education and behavioural expectations
  - A formal warning or placing the individual on notice
  - Increased supervision or conditions of participation
- If the behaviour persists or the incident is severe, KSYSA will initiate a formal disciplinary process in accordance with club, BC Soccer, and Canada Soccer policies.

### **6. Communication & Club Awareness**

- Relevant club staff (e.g., coaches, team managers) will be informed on a need-to-know basis to ensure consistent monitoring and appropriate handling of any related issues.

## **7. Documentation & Transparency**

- Minutes will be taken for all meetings, and all actions and decisions will be documented in writing.
- Records will be securely stored to protect the club and all individuals involved.

## **8. Ongoing Monitoring & Reconciliation**

- KSYSA will monitor the situation to ensure the behaviour has stopped.
- Reconciliation remains the primary objective, provided it is safe, constructive, and in the best interest of the children involved.

## **BC SOCCER ALIGNMENT**

**All KSYSA policies must align with BC Soccer's Bylaws, Rules & Regulations, and applicable Policies and procedures.**

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