

Camrose Pickleball Club
Bullying & Violence Policy

Date Approved by Club Motion: Dec 7, 2016

Policy Statement:

The Camrose Pickleball Club is a safe environment where we want players to come play without fear of bullying or violence related to bullying. As such, Camrose Pickleball Club will not tolerate and is dedicated to preventing any instance of bullying in the club. All players of Camrose Pickleball club share in the responsibility to ensure that our environment is a safe and welcoming place to play. Players are responsible for reporting any instances of bullying. In all cases, where a complaint of bullying is made in good faith, the player will not be retaliated against in any way. The Club has a responsibility to respond promptly and effectively to issues of bullying.

Definitions:

Bullying and Harassment: is repeated, health-harming mistreatment of one or more persons (the targets) by one or more perpetrators. It is abusive conduct that is : threatening, humiliating, or intimidating, or play interference – sabotage – which prevents play, or verbal abuse.

Bullying and harassing behaviours include but are not limited to:

- Verbal aggression or yelling
- Humiliating actions or practices
- Hazing
- Spreading malicious rumours
- Using derogatory names towards someone

Bullying and harassing behaviours do not include:

- Expressing differences of opinions
- Offering constructive feedback, guidance, or sports play-related advice about behaviour
- Reasonable action taken by Camrose Pickleball club relating to management and direction of players

Cyber Bullying: Bullying that occurs through the use of electronic communication (email, text messaging, social networking etc.). Incidents of cyber bullying should be reported and will be investigated in accordance to the procedures outlined within this Policy.

In general, if you are not sure whether certain actions are considered bullying, ask yourself whether or not a reasonable person would consider the actions taken to be acceptable or unacceptable.

Camrose Pickleball Club
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Bullying as it relates to violence means the threatened, attempted or actual conduct of a person that causes or is likely to cause physical injury.

Violence could include, but is not limited to:

- Physical acts (e.g., hitting, shoving, pushing, kicking, sexual assault).
- Any threat, behaviour or action which is interpreted to carry the potential to harm or endanger the safety of others, result in an act of aggression, or destroy or damage property.
- Disruptive behaviour that is not appropriate to the play environment (e.g., yelling, swearing).

Bullying as it relates to Discrimination: In accordance with the Alberta Human Rights legislation, discrimination occurs when someone is treated differently and/or poorly because of one of the following:

- Race;
- Religious beliefs;
- Color;
- Gender;
- Gender identity;
- Gender expression;
- Ancestry;
- Place of Origin;
- Political Belief;
- Religion;
- Marital Status;
- Family Status;
- Physical or Mental Disability;
- Age;
- Sexual Orientation;
- Source of Income

Process

A. Witnessing Bullying

It is the responsibility of all players of Camrose Pickleball Club to promote a play environment that is respectful. Where players do not speak up about the presence of bullying, they may become the next target and they are also condoning the bullying.

Any player who witnesses bullying is directed to:

1. Offer the person being bullied support and inform them that you witnessed the bullying.
2. Encourage the person being bullied to come forward and let them know that you will be a witness and will provide a statement in the event of an investigation.

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3. In some cases, where the person being bullied decides to confront the bully informally, you may be asked to be a witness to the conversation (or as support).

B. Reporting Bullying

1. Informal:

If you are being bullied:

- Inform the person perpetuating the bullying actions that their actions are not acceptable to you as soon as they start to occur.
- Describe the specific actions that they took that caused you to feel uncomfortable or bullied. When confronted, in many instances, the bullying will stop. Sometimes, a person is not aware that they are acting like a bully. This may also prevent the bullying from escalating and possibly becoming dangerous.
- It is important to keep a record of dates and times where you have spoken to the bully.

If the bullying continues, players are directed to use the formal reporting process.

2. Formal:

If bullying has either continued to occur after a conversation with the bully or was extreme/dangerous in nature, players are asked to report it immediately.

Process:

- Speak with a member of the Pickleball Club Executive and report the bullying.
- Write out a statement detailing the incidents, along with any supporting documentation (i.e. emails, etc.) and the names of witnesses (if any).
- Where it is determined that the person bullying contravened the law, the appropriate authorities will be contacted.
- All complaints shall be taken seriously and investigated fairly.

Club Procedures

1. Confidentiality

Camrose Pickleball Club will attempt, in all cases, to maintain the confidentiality of the complainant and respondent. While it is not always possible to do so when

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soliciting witness statements, the Club will not release any information to other players which would jeopardize the confidentiality of the parties involved.

Where it is determined that legislation/law was contravened, Camrose Pickleball Club will supply any and all evidence to the authorities as necessary, in accordance with applicable privacy legislation.

2. Club Executive's Role

When a player has reported bullying to a member of the executive, the executive is responsible to:

- Support the player without prejudging the situation.
- Work with the player to document the offensive action(s) and have the player sign a written complaint.
- Call a meeting of the Executive (within 5 days) to determine the investigation process and who will be responsible for investigating. Strike a panel / committee to do so.
- Take minutes of all meetings.

Club Action:

If the club decides it is appropriate for them to deal with the situation they shall follow the procedure outlined below:

1. Consider if reconciliation / mediation is possible. If so, get the parties together. It may be that a genuine apology solves the problem.
2. If this fails or is not appropriate, a small committee / panel (made up of the Club President and 1-2 executive members) shall meet with both parties separately to get details of the allegation. Minutes will be recorded of these meetings. The Club President will ensure 2 members of the committee / panel are involved in all conversation with the reported perpetrator and the said victim.
3. If bullying has, in their view, taken place the individual should be warned and put on notice of further action (ie. Temporary or permanent suspension). The Club Committee will determine outcomes. Possible outcomes could include:
 - The bully may be asked to genuinely apologise.
 - In serious cases, suspension or even exclusion will be considered.
 - In some cases, the bully or bullied player may be asked to attend training sessions.
4. The Club Committee should monitor the situation for a given period to ensure the bullying is not being repeated.
5. If the report is against a member of the executive, the remaining Club Executive will ensure the said executive member is not part of the committee / panel as it would be a conflict of interest.

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3. Consequences

- It is a violation of Camrose Pickleball Club's Bullying and Harrassment policy for anyone to knowingly make a false complaint in relation to violence, harrassment and/or bullying, or to provide false information about a complaint.
- Any Camrose Pickleball Player who threatens, harasses or abuses another player shall be subject to disciplinary action up to and including temporary or permanent suspension of membership and play privileges.
- Violent action, threats and assault are serious criminal offences, and shall be dealt with according to the law.