**A logo of a bird with wings

Description automatically generatedSMLA**

**Harassment, Bullying and Abuse Parent/Player Contract**

* There will be zero tolerance for Harassment, Bullying or Abuse.
* This policy applies to all SMLA Volunteers, coaches, trainers, managers, parents/guardians, and players.
* Any allegations of Harassment, Bullying or Abuse will be investigated by either the affected teams’ Bench Staff and /or an appointed committee of Board Members.
* Depending on the severity of the Harassment, Bullying or Abuse, all incidents will be investigated and documented and may result in a verbal warning, suspension of players, release of players, Trespass Notices, or police involvement.

**Definition of Harassment and Bullying**

**a) Harassment** is defined as conduct, which is insulting, intimidating, humiliating, offensive or

physically harmful. Types of behaviour which constitute harassment include, but are not limited to:

* Unwelcomed jokes, innuendo or teasing about a person's looks, body, attire, age, race,

religion, sex or sexual orientation, including family members.

* Condescending, patronizing, threatening or punishing actions which undermine self esteem

or diminish performance.

* Practical jokes which cause awkwardness or embarrassment, endanger a person's safety

or negatively affect performance.

* Unwanted or unnecessary physical contact including touching, patting, or pinching.
* Any form of hazing.
* Any form of physical assault or abuse.
* Any sexual offence.
* Behaviours such as those described above which are not directed towards

Individuals or groups but which have the effect of creating a negative or hostile

Environment.

**b) Bullying** is defined as intentionally hurting someone to insult, humiliate, degrade

or exclude him or her. Basically, it is “mean” behaviour. Bullying is:

* hurting behaviours based on oppression and “meanness”
* based on power differentials
* intentionally harmful
* intense and long in duration
* repeated over time (generally)
* oppressive – isolates victims
* caused by many factors and behavioural challenges.

**Hurtful actions may include but aren’t limited to:**

i) Physical – ie: hitting, kicking, grabbing, shoving, spitting on, beating others up, damaging

or stealing another person’s property

ii) Verbal – ie: name-calling, humiliating, degrading behaviour, hurtful teasing, threatening

someone (this may happen in notes or in person, over the phone, through text messages

or a chat room, Facebook or Twitter)

iii) Relational – ie: making others look foolish, excluding peers, spreading gossip or rumours

(this may happen in person, over the phone or through the computer)

**Parent/Guardian Name and Signature:**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Player Name and Signature:**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Date:**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_