**Kimball Booster club Anti-Bullying Policy**

***Statement of intent***

We are committed to providing a caring, friendly and safe environment for all of our children so they can play sports in a relaxed and secure atmosphere. Bullying of any kind is **UNACCEPTABLE** in any of our activities. If bullying does occur, all children should feel comfortable to report incidents of bullying and know that the incidents will be dealt with promptly and effectively. Anyone who is aware of bullying incidents has the responsibility to report them promptly.

***What is bullying?***

Bullying is deliberately hurtful behavior, repeated over time, where it is difficult for those being bullied to defend themselves. There are three main types of bullying, physical, (e.g. hitting, kicking, theft) verbal, (e.g. name calling, racist remarks) or indirect, (e.g. spreading rumors).

Examples of bullying:

Being called names

Being teased or made fun of

Being pushed or shoved

Being attacked or intimidated

Having their possessions taken and thrown about

Having rumors spread about them

Being ignored and left out

Being taken advantage of; example: being forced to hand over possessions or money

Being attacked because of their race, religion, color, gender or sexuality

Being sent threatening note, emails, text messages or threatening phone calls

Gang pressure

***Why is it important to respond to bullying?***

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Children who are bullying need to learn different ways of behaving.

***Objectives of this policy***

All Kimball Booster club members, coaches, children and parents should have an understanding of what bullying is.

All coaches should know what the Kimball Booster club policy is on bullying and adhere to it when bullying occurs at a practice or game.

All children as well as their parents should know what the Kimball Booster club policy is on bullying and what they should do if bullying occurs.

The Kimball Booster club takes bullying seriously. Children and parents should be assured that they will be supported when bullying is reported.

***How to report suspected bullying***

Contact your Child's **coach** immediately upon suspecting the occurrence of a bullying incident. Be specific with what happened. In order to follow up appropriately, a coach needs to know the details of the event.

If you feel the coach has not dealt with the incident in a timely manner or if you feel there is a conflict of interest with the coach, you should contact the sport's commissioner. Always try to be calm. Be as clear as possible about what your child says has happened.

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***What the Kimball Booster club will do***

Take your concern seriously.

Investigate the issue and report back to you.

Keep a record of the incident and any action taken.

We will attempt to get the bully to change behavior

***Outcomes***

All episodes of bullying will be taken seriously and any child found to have bullied another member of the team will be subject to the following;

* **First** offense will be a **verbal warning**.
* **Second** offense will be a **one game suspension** (player must be present at the game to fulfill the suspension.)
* **Third** offense, player will be **removed** from the team for the rest of the season.

Appeals will be handled by the Kimball Booster club board and must be requested in writing to the Kimball Booster club president within 48 hours of the player being issued the penalty.

***www.kimballboosters.org***