



Tamarac Youth Football League Anti-Bullying Policy

Rationale:

The Tamarac Youth Football League completely opposes bullying by anyone and will not tolerate it. It is contrary to the principles and values that the League is trying to instill in its participants. All members of the League, including but not limited to players, cheerleaders, coaches, board members, volunteers and parents have the right to be involved in a football and or cheer program in a safe environment. They also have the responsibility to contribute to maintaining that safe environment.

Mission Statement:

The Tamarac Youth Football League actively promotes a fun, safe, caring environment for the participants and spectators, through the use of positive interpersonal relations, and good communication between children, parents, and volunteers alike.

Principles:

- Program participants have the right to interact with each other and coaches free from fear and intimidation
- Coaches have the right as volunteers to be free from intimidation, fear, or threats from participants, parents, other family members or their guests
- Board members have the right as volunteers to be free from intimidation, fear, or threats from participants, coaches, parents, other family members or their guests
- Parents have the right to have communication with the head coach of their child's team and to be kept apprised of any issues that arise
- All persons involved in the program have the right to not be bullied
- Reports of bullying will be taken seriously and addressed as soon as possible by Head Coaches or Executive Board Members

Definition of Bullying:

Bullying, according to www.stopbullying.gov is unwanted, aggressive behavior that involves a real or perceived power imbalance and it is repeated or has the potential to be repeated over time. Bullying includes but is not limited to actions such as making threats, spreading rumors, attacking someone physically or verbally, and intentionally excluding someone from a group.

Forms of Bullying:

- Physical violence such as hitting, pushing, or spitting
- Stealing, hiding, or damaging another persons property
- Using offensive names when addressing someone
- Teasing someone or spreading rumors about someone
- Belittling a persons ability or skill level as they participate
- Writing offensive things (electronically or on paper) about someone
- Intentionally excluding someone from participating without justified reason
- Ridiculing another persons appearance, way of speaking, or mannerisms

Reporting a Bullying Incident:

If a participant is involved in an incident that they feel may meet the criteria for bullying, the first point of contact is that participants Head coach. If the Head coach is possibly involved in the bullying incident then the participant or parent can bypass the Head Coach and meet with an Executive Board Member to report the incident. If the participant is not sure if the incident is bullying the incident should still be reported.

The coach must immediately address the issue and if he finds the incident does meet the criteria of a bullying incident, then he must notify the Executive Board of the incident and together with a Board Member the victim's parents must be notified of the incident and kept abreast as the incident is investigated and what, if any, punishment is handed out once the investigation is complete.

The coach and an Executive Board member must also meet with a parent of the child who is accused of the bullying incident to advise that parent. As each incident is unique there is no way to articulate how each incident will be addressed and what exact discipline will be levied, however the discipline can range from a discussion with the child, to game time suspension, to removal from the League, depending on the severity of the incident.

If a Head Coach or any member of his staff, not limited to any Assistant Coach or Team Parent is accused of a bullying incident, the participant and that participant's parent will meet with an Executive Board Member. The incident will be investigated and the findings delivered to the entire Executive Board who will be responsible to determine what, if any, discipline will be levied. The discipline can range from a coach being reeducated on the bullying policy, to a suspension from a practice, to game time suspension, to being placed on probation, or being removed from the League for that year, up to being permanently removed from the League. The Board has the right to suspend the coach from practices and games while the incident is investigated.

If a parent, a parent's guest, or any family member is bullying a participant or a coach, the Executive Board will be notified immediately. The parent who is accused of the incident will be met with by a minimum of two Board members. The parent will be reminded of this bullying policy and if problem continues, the Executive Board will have the right to request that parent to vacate the field during any events their child is participating in. That parent has the right to remain in their car in the parking lot, unless they continue to disrupt the practice or game. If all else fails, the Board will have the right to remove that parent's child from the program without refund, and they will not be permitted to return. The Executive Board must notify the City of Tamarac as soon as practical should the need arise to have a person removed from the field due to violation of this bullying policy or if a child is removed from the program due to that child, or their parent or family member of friend violating this bullying policy.

Conducting Investigations:

The Executive Board or their designee will investigate all reports of bullying. Investigations must include statements, preferably written, from those involved. However whomever is conducting the investigation may write a synopsis of what was said by an interviewee and that will be presented for consideration at a hearing. All statements and final findings must be maintained by the Tamarac Youth Football League and held for five years in archives. The Executive Board will be involved in all bullying investigations and discipline hearings.

Acknowledgement:

As the parent or legal guardian of a participant of the Tamarac Youth Football League my initials and signature on the registration form indicates that I understand I am responsible for not only my own actions while at a TYFL event, but also the actions of all of my family members and/or guests that I invite to watch any TYFL event. I also understand that I will be held accountable for the improper actions of myself, my family members, and my guests.