



BULLYING AND DISCRIMINATION PREVENTION POLICY

This policy is intended to identify and mitigate damaging behaviour between adults, minors and between adults and minors. Discrimination is treating individuals differently than others due to differences in cultural, racial, socio-economic status, gender, intellectual or physical ability.

Bullying is unwanted, aggressive behavior among individuals that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. Individuals who are bullied and who bully others may have or develop [serious, lasting problems](#).

These behaviours and any behavior that threatens the well being and security of an individual involved in any capacity in Viktoria Soccer Club programs will not be tolerated. Viktoria programs will be provided in a manner that supports the physical and emotional safety of all participants in program delivery.

In order to be considered bullying, the behavior must be aggressive and include:

1. **An Imbalance of Power:** Persons who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.
2. **Repetition:** Bullying behaviors happen more than once or have the potential to happen more than once.

Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose.

There are three types of bullying:

1. **Verbal bullying** is saying or writing mean things including posting such things online. Verbal bullying includes:
 - a) Teasing
 - b) Name-calling
 - c) Inappropriate sexual comments
 - d) Taunting
 - e) Threatening to cause harm
2. **Social bullying**, sometimes referred to as relational bullying, involves hurting someone's reputation or relationships. Social bullying includes:
 - a) Leaving someone out on purpose

- b) Telling other children not to be friends with someone
- c) Spreading rumors about someone
- d) Embarrassing someone in public

3. **Physical bullying** involves hurting a person's body or possessions. Physical bullying includes:

- a) Hitting/kicking/pinching
- b) Spitting
- c) Tripping/pushing
- d) Taking or breaking someone's things
- e) Making mean or rude hand gestures

Coaches have a duty to avoid participating in bullying behavior and assist minor athletes in identifying and preventing bullying. They have a unique opportunity to observe minor athletes interact with team mates and as well as players with other teams and should be cognizant of bullying and discriminatory behavior. Children learn from adults' actions. By treating others with kindness and respect, adults show the kids in their lives that there is no place for bullying. Even if it seems like they are not paying attention, kids are watching how adults manage stress and conflict, as well as how they treat their friends, colleagues, and families. Sport activities give kids a chance to have fun and meet others with the same interests. They can build confidence and friendships that help protect kids from bullying.