

Kemptville District Soccer Club Abusive Behaviour Policy

Policy

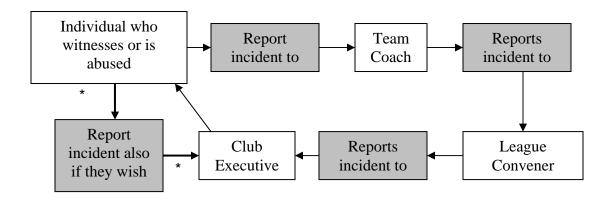
ZERO TOLERANCE for Abusive Behaviour

It is the responsibility of Kemptville District Soccer Club to ensure all players, officials, fans or any person attending games do not harass or exhibit abusive behaviour towards others. It is the policy of the Club to strive to protect its employees, board members, volunteers, coaches, and players from intimidating, demeaning or abusive behaviour that is contrary to positive encounters or a healthy environment.

As a result, action will be taken for any abusive encounter not conducive to treating people with courtesy, dignity and respect.

Those who feel that they have been subjected to any abusive behaviour or who witness behaviour they are uncomfortable dealing with directly, are requested to report the incident immediately following the process detailed below:

- Individual reports to coach and/or if they so choose they may also let the club executive know or bypass the coach and go right to the Club executive.
- 2. Coach reports the incident to the convener (if it requires escalation)
- 3. Convener reports tot eh Club Executive (if it requires escalation)
- 4. Club executive, convener or coach will report back to the individual on the issue, describing necessary actions that have been taken etc.



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* - Means that the individual does not need to go to the executive; however this is another avenue which they may utilize instead of going to a coach.

All incidents will be promptly investigated. Based upon the results, appropriate action may be taken. Anyone interested in anonymously reporting an incident he/she either experienced or witnessed, may email the following information to the Club:

- Location of incident
- Detailed description of incident
- Names of individuals involved
- When incident took place

If anyone experiences abusive behaviour from members, or other persons, report the incident directly to one of the persons listed above. Nothing in this policy precludes the club or the clubs board of directors from taking more serious action if the particular incident warrants such.

Harmful, Damaging Behaviours to be Avoided:

- Disrespectful treatment
- Raised voices, yelling, angry verbalizations, angry gestures, foul language
- Intimidation, coercing
- Put downs in front of members and staff
- Insults, destructive criticisms, name calling
- Unwanted touching, getting too personal verbally

Healthy, Productive Behaviours to be Modeled:

- Show respect through valuing people and various opinions
- Honour differences
- Courteous behaviours and attitude
- Communicate by listening without interrupting
- Maintain objectivity
- Seek to understand others' viewpoints