



Sherwood Park Titans Lacrosse Association Anti-Abuse Policy

Background

The Sherwood Park Titans Lacrosse Association is committed to making our sporting environment a safe and caring place for all athletes, coaches and members in good standing (hereafter called participants). We will treat each other with respect and refuse to tolerate abuse of any form in our association. Interventions for participants who engage in bullying, intimidation or harassment behaviours will be clearly outlined and behaviours will be assessed on a continuum from mild to severe that is deemed appropriate by the coach, divisional director and/or Titans executive members.

Definitions

“Facility” means property on which the team’s practices, games, or team functions are being held.

“Harassment” means repetitious improper conduct by an individual or group that is directed at and is offensive to another individual or group and that the individual(s) knew or ought reasonably to have known would cause offence or harm or intentionally or unintentionally upset the other party. Harassment is used to demean, belittle, or cause personal humiliation or embarrassment, and any act of intimidation or threat (i.e. based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, family status, disability) shall be subject to disciplinary actions.

“Intimidation” means to make timid, frightened or scared, or to discourage, restrain, or silence illegally or unscrupulously, as by threats or blackmail.

“Bullying” means the severe or repeated use by one or more participations of a written, verbal, or electronic expression, or a physical act or gesture, or any combination thereof, directed at another participant that has the effect of:

- causing physical or emotional harm to the other participant or damage to his property;
- placing the other participant in reasonable fear of harm to himself or of damage to his property;
- creating a hostile environment for the other participant;
- infringing on the rights of the other participant.

Examples of bullying may occur in various environments and may include, but not be limited to:

- intentionally hurting someone physically by hitting, kicking, tripping, pushing, cornering;
- embarrassing someone on purpose;
- stealing or purposely damaging another person’s property;
- ganging up on someone;

- harassment via electronic communication;
- saying something hurtful using various forms of media, including but not limited to, print, text messaging, email, instant messaging, social networks, audio and/or video systems and technologies;
- the taking of pictures or video at a facility without consent of the participant and their parent (note the use of cell phones and recording devices in any locker room is strictly forbidden);
- teasing someone in a hurtful way;
- using put-downs, such as insulting someone's differences;
- threatening or intimidating someone in a particular action;
- spreading rumours about someone on purpose to be hurtful;
- leaving someone out on purpose.

Procedure

All witnessed or unwitnessed complaints of bullying, intimidation or harassment of participants will be taken seriously and dealt with immediately. After investigation, player complaints will be discussed with the coach, divisional director and/or Titans executive and develop an appropriate strategy to deal with the complaint and assign consequences, if any. Should there be differing views on consequences for the offending participant, the association President shall have the final say.

Depending on the severity of the incident, punishment for the offender could include:

- discussion with the offender and his parent(s)
- offender writing a letter of apology to victim
- sitting out a practice, period or entire game
- sitting out multiple practices or games
- suspension from the association for the entire year
- adult discipline shall be determined by the executive, governed by the Sherwood Park Titans Association bylaws

To decrease the likelihood of issues happening in the locker room pre/post practice of game with the peewee division and lower, coaches will be responsible to ensure a responsible party is in the locker room pre and post game. Time of locker room supervision shall be determined by the individual coach ie. if they require players arrive 45 minutes prior to start time, then that locker room must be supervised during that time.