

ANTI-BULLYING POLICY

New Horizon Basketball Academy is committed to providing a *caring, friendly & safe* environment for all of our members. Bullying of any kind is unacceptable in our organization

OBJECTIVES OF THIS POLICY

- To avoid the act of bullying on all levels in our club.
- For athletes, parents and coaches to understand the meaning and act of bullying.
- For all members of New Horizon Basketball Academy to recognize when bullying occurs and to report it to the organization.
- To reassure all of our members and community that they will be supported should they experience bullying.

WHAT IS BULLYING?

Bullying is the use of aggression with the intention of hurting another person. The act of bullying results in pain and distress to the victim. Bullying consists of three types of abuse:

1. **EMOTIONAL BULLYING:** Includes being unfriendly and engaging in online bullying; sending hurtful or tormenting messages via social media platforms.
2. **VERBAL BULLYING:** Includes the use of derogatory comments, lies, creating false rumours, teasing, ridicule and use of bad names.
3. **PHYSICAL BULLYING:** Includes persistent pushing, kicking, hitting, punching and/or use of any violence.

Other acts of bullying can be:

- Being attacked physically or verbally because of their religion, race or colour, gender or sexuality through taunts, graffiti, gestures, and so on.

- Sexually unwanted physical contact or sexually abusive comments.
- Misuse of associated technology such as unwanted camera, video usage, and social networking exposure.

SIGNS & INDICATORS

If a player is being bullied, he/she/they may show certain signs and/or exhibit certain behaviours. Adults should be aware of these possible signs:

- The person states that they are being bullied.
- The player is afraid or unwilling to attend their program or practice.
- Changes in their behaviour such as: anxious, withdrawn, lack of confidence, etc.
- The player gets nervous and/or jumpy when they receive a message via text, phone, or social media networks.
- They present damaged clothing and/or damaged training equipment.
- Has unexplained bruises and/or cuts.

Some sever signs:

- Cry themselves to sleep at night or experiences nightmares.
- Becomes aggressive, disruptive or unreasonable.
- Is exhibiting bullying behaviours towards other children and/or siblings.
- Reduced eating behaviours.
- Attempts suicide, experiences self-harm, and/or runs away from home.
 - These behaviours may indicate other underlying issues, but bullying should be considered a possible factor to the above state issues.

WHY DO PLAYERS SOMETIMES BULLY OTHER PLAYERS?

- They may not have been taught that any form of bullying is unacceptable behaviour.
- Players may believe that the act of bullying is fun or funny.
- The person themselves may be a victim of bullying in other aspects of their lives.
- The player faces a lack of confidence.
- They may feel peer pressured into bullying by other friends or players.

AS A COACH, STAFF MEMBER OR THE COMMUNITY: WHAT CAN YOU DO IF YOU THINK A PLAYER IS BEING BULLIED?

- Mindfully approach the player if they are experiencing being bullied.
- Seriously consider any incidents of bullying that is brought up by a player; you are an authoritative figure that they trust.
- Calmly discuss with the player regarding their experiences.
- Reassure the player that they have done the right thing by approaching New Horizon staff members & coaches.
- Do not encourage the player experiencing being bullied to retaliate.
- CONTACT NEW HORIZON BASKETBALL ACADEMY IMMEDIATELY, so that the situation is handled appropriately.

PROCEDURES

Should any players and/or members of the community experience being bullied, we ask that you immediately inform New Horizon Basketball Academy staff and the appropriate departments will follow-up to help resolve the issue.

Our club will take every concern seriously and we aim to investigate the issues accordingly. Parents/Guardians will be consistently informed of the issue and any updates relating to the bullying incident.

In serious cases, parents may be asked to come in to discuss the problem.

If necessary and appropriate, the police will be consulted.

If bullying is found, the club's first step will be the immediate removal of the player(s) who are participating in the behaviour. Our organization will pursue any suitable action following the removal to further prevent the bullying from resurfacing.

Records will be kept on the incident(s), investigation and any other action(s) taken.