

# **STAR Swim Team**

## **ANTI-BULLYING POLICY**

STAR Swim Team is committed to providing all members a healthy and safe environment. STAR will ensure that procedures exist to allow complaints of bullying to be dealt with and resolved within STAR, without limiting any person's entitlement to pursue resolution of their complaint with the relevant statutory authority. STAR is committed to the elimination of all forms of bullying.

This policy applies to all members of STAR. It applies to all team functions during normal working hours, at team related or sponsored functions, and while traveling on team related business. There will be no recriminations for anyone who in good faith alleges bullying.

### **DEFINITIONS**

Bullying is unwelcome or unreasonable behavior that demeans, intimidates or humiliates people either as individuals or as a group. Bullying behavior is often persistent and part of a pattern, but it can also occur as a single incident. It is usually carried out by an individual but can also be an aspect of group behavior (see "mobbing" below). Some examples of bullying behavior are:

Verbal communication

- Abusive and offensive language
- Insults
- Teasing
- Spreading rumor and innuendo
- Unreasonable criticism
- Trivializing of work and achievements

Psychological manipulation

- Unfairly blaming for mistakes
- Setting people up for failure
- Deliberate exclusion
- Excessive supervision
- Practical jokes
- Belittling or disregarding opinions or suggestions
- Criticizing in public

Context is important in understanding bullying, particularly verbal communication. There is a difference between friendly insults exchanged by long-time friends and comments that are meant to be, or are taken as, demeaning. While care should be exercised,

particularly if a person is reporting alleged bullying as a witness, it is better to be genuinely mistaken than to let actual bullying go unreported.

### **Mobbing**

Mobbing is a particular type of bullying behavior carried out by a group rather than by an individual. Mobbing is the bullying or social isolation of a person through collective unjustified accusations, humiliation, general harassment or emotional abuse. Although it is group behavior, specific incidents such as an insult or a practical joke may be carried out by an individual as part of mobbing behavior.

### **CONSEQUENCES OF BULLYING**

Bullying is unacceptable behavior because it breaches principles of equality and fairness, and it frequently represents an abuse of power and authority. It also has potential consequences for everyone involved.

### **RESPONSIBILITIES**

#### **Coaches**

- Ensure that all Coaches are aware of the anti-bullying policy and procedures
- Ensure that any incident of bullying is dealt with regardless of whether a complaint of bullying has been received
- Provide leadership and role-modeling in appropriate professional behavior
- Respond promptly, sensitively and confidentially to all situations where bullying behavior is observed or alleged to have occurred

#### **STAR Members**

- Be familiar with and behave according to this policy
- If you are a witness to bullying, report incidents to Coach.
- Where appropriate, speak to the alleged bully(ies) to object to the behavior

### **IF YOU THINK YOU HAVE BEEN BULLIED**

- Any member who feels he or she has been victimized by bullying is encouraged to report the matter to a Coach.
- Where appropriate, an investigation will be undertaken and disciplinary measures will be taken as necessary.