

# FONDY JUNIOR FOOTBALL LEAGUE INC.

## POLICIES AND PROCEDURES

**DATE:** December 2015

**POLICY:** Bullying/Cyberbullying Prevention

**OBJECT:** To provide awareness and action in bullying/cyberbullying incidents for all FJFL players and coaches.

**PROCEDURE:** Bullying is defined as any willful, persistent, or deliberate act against any person through the use of words or actions which are intended to cause physical injury, emotional distress/suffering or property damage, which negatively impacts the FJFL organization. Bullying/cyberbullying also includes acts of hostility towards another person's sex, race, color, religion natural origin, ancestry, creed, gender identity, social/socio-economic family status, physical attributes, disability/handicap status, or distinguishing characteristics, or any other basis protected and defined by State as Federal law.

Examples of bullying/cyberbullying include but are not limited to physical and/or verbal intimidation, force and/or assault, humiliation, bigoted epithets, vandalism, extortion, written threats, taunting, put downs, name calling, threatening looks or gestures, false accusations, social isolation, and/or retaliation against others in any way that would interfere with any players/coaches performance.

Players/coaches who engage in bullying/cyberbullying behavior either in the school system or when participating in any and all FJFL activities and programs, or in retaliation against another individual for reporting the bullying/cyberbullying incident shall be subject to the FJFL disciplinary action as described and part of this policy.

Players/coaches found to have participated in bullying/cyberbullying behavior or having been aware of bullying/cyberbullying taking place and failed to report the behavior are considered to be in violation of this policy.

The first violation of the FJFL policy on bullying/cyberbullying or a player's violation of any school district bullying/cyberbullying policy will result in a one game suspension. The second violation will result in termination of player/coach from the FJFL program.

All violations or suspected violations are to be immediately reported to any member of the FJFL Board of Directors for investigation and immediate follow-up.

The FJFL President will make a decision whether an act of bullying occurred and if warranted refer the occurrence to the Ethics Committee.

This policy will require player, coach, and parent signature at the beginning of each season and be available to the signees.

**DATE:** \_\_\_\_\_

**PLAYER SIGNATURE:** \_\_\_\_\_

**PARENT SIGNATURE:** \_\_\_\_\_

**COACHES SIGNATURE:** \_\_\_\_\_