



ANTI-BULLYING POLICY

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Updated 12/5/16

RATIONALE

In order to provide a safe and civil environment for all members, the Gate City Figure Skating Club (GCFSC), and any affiliated organizations, will not tolerate disorderly conduct or any form of harassment or bullying. It is entirely contrary to the values and principles we work and live by. All members of the skating community have a right to participate in the sport within a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment. The executive board will investigate any and all bullying incidents brought forth and determine if a violation of the policy has occurred. Appropriate steps will be taken as needed. Any person who is determined to be “bullying” will be removed as an active member of the GCFSC.

DEFINITION OF BULLYING

Bullying is defined as the intentional use by one or more persons of a written, verbal or electronic expression or a physical act or gesture or any combination thereof, directed at a Club or staff member (“target”) that: (i) causes physical or emotional harm to the target or damage to the target’s property; (ii) places the target in reasonable fear of harm to him or herself or of damage to his or her property; (iii) creates a hostile environment at the Club for the target; or (iv) infringes on the rights of the target at the Club or the orderly operation of the day to day operations of the Club.

For the purposes of this, bullying shall include Cyber-bullying. “Cyber-bullying” is defined as bullying through the use of technology or any electronic communication, which shall include, but shall not be limited to, any transfer of signs, cell phone text messaging, images, sounds, data or intelligence of any nature transmitted in whole or in part by imaging but not limited to electronic mail, internet communications or instant messages. Cyber-bullying shall also include (i) the creation of a web page or blog in which the creator assumes the identity of another person or (ii) the knowing impersonation of another person as the author of posted content or messages. Cyber-bullying shall also include the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons.

FORMS OF BULLYING

- Physical violence such as hitting or pushing another skater.
- Interfering with another skaters’ property, by stealing, hiding or damaging it.
- Using offensive names when addressing another skater.
- Teasing or spreading rumors about another skater or his/her family.
- Belittling another skaters’ abilities and achievements.
- Writing offensive notes or graffiti about another skater.
- Excluding another skater from a group activity.
- Ridiculing another skaters’ appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another skater.



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RESPONSIBILITIES OF STAFF

Our staff will:

- Foster our skaters self-esteem, self-respect and respect for others.
- Demonstrate by example the high standards of personal and social behavior we expect of our skaters.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

RESPONSIBILITIES OF SKATERS

We expect our skaters to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the skater who is being bullied, unless it is unsafe to do so.
- Report to the skating director and/or any member of the GCFSC Board any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

RESPONSIBILITIES OF PARENTS

We ask our parents to support their children by:

- Watching for signs of distress or unusual behavior in their children, which might be evidence of bullying.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their child, and reassuring them that appropriate action will be taken.
- Keep a written record of any reported instances of bullying.