

# **BAC VOLLEYBALL BULLYING POLICY**

## **PURPOSE**

THE BAC VOLLEYBALL PROGRAMS ARE COMMITTED TO FOSTERING AND MAINTAINING A SAFE AND CIVIL ENVIRONMENT IN WHICH ALL PLAYERS, PARENTS AND COACHES ARE TREATED WITH DIGNITY AND RESPECT. THE PURPOSE OF THIS POLICY IS TO ASSIST THE BAC VOLLEYBALL PROGRAMS IN THEIR GOAL OF PREVENTING AND RESPONDING TO ACTS OF BULLYING, INTIMIDATION, RETALIATION AND OTHER SIMILAR DISRUPTIVE BEHAVIORS.

## **DEFINITION**

**“ BULLYING” MEANS ANY WRITTEN OR VERBAL EXPRESSION, PHYSICAL ACT OR GESTURE, OR PATTERN THEREOF, THAT IS INTENDED TO HURT, THREATEN, UPSET, DISTRESS, OR FRIGHTEN AND WHICH SUBSTANTIALLY INTERFERES WITH ANOTHER PLAYERS OPPORTUNITIES OR PERFORMANCE. BULLYING INCLUDES, BUT IS NOT LIMITED TO; CONDUCT AGAINST A PERSON THAT A REASONABLE PERSON UNDER THE CIRCUMSTANCES KNOWS OR SHOULD KNOW HAS THE EFFECT OF:**

- 1. HARMING A PERSON (Physically or Emotionally)**
- 2. DAMAGING PROPERTY**
- 3. CREATING A HOSTILE ENVIRONMENT**
- 4. PLACING A PERSON IN REASONABLE FEAR OF HARM TO HIS OR HER PERSON OR PROPERTY.**

## **BAC VOLLEYBALL POLICY**

BULLYING THAT IMPACTS THE PLAYING PROCESS AND/OR ENVIRONMENT IS PROHIBITED. THIS APPLIES NOT ONLY TO PEOPLE WHO DIRECTLY ENGAGE IN AN ACT OF BULLYING BUT MAY ALSO INCLUDE PEOPLE WHO, BY THEIR INDIRECT BEHAVIOR, CONDONE OR SUPPORT ANOTHER PERSON'S ACT OF BULLYING.

THIS POLICY APPLIES TO PLAYERS, PARENTS, VOLUNTEERS, BAC VOLLEBALL BOARD MEMBERS AND SPECTATORS WHOSE CONDUCT AT ANY TIME OR PLACE CONSTITUTES BULLYING THAT INTERFERES WITH OR OBSTRUCTS THE MISSION OR OPERATIONS OF THE VOLLEYBALL PROGRAMS AND THE SAFETY AND WELFARE OF THE PLAYERS.

THE USE OR MISUSE OF TECHNOLOGY MAY ALSO CONSTITUTE AN ACT OF BULLYING REGARDLESS OF WHETHER SUCH ACTS ARE COMMITTED ON OR OFF BAC PLAYING FACILITIES AND/ OR WITH OR WITHOUT THE USE OF ISD 191 COMPUTER/NETWORK RESOURCES.

## **CYBER BULLYING**

- **EXAMPLES OF CYBER BULLYING MAY INCLUDE, BUT ARE NOT LIMITED TO THE SENDING OF TEXT MESSAGES, E-MAILS OR INSTANT MESSAGING WITH THREATS, RIDICULE, OR HARASSMENT - POSTING DEFAMATORY MATERIAL ABOUT A PERSON ONTO THE INTERNET (ANY SITE) - USE OF SOCIAL NETWORKING SITES TO SPREAD RUMORS ABOUT A PERSON - SENDING OF LANGUAGE WITH STATED INTENTIONS RELATED TO PHYSICAL OR SEXUAL ACTS.**

ANY PERSON WHO ENGAGES IN AN ACT OF BULLYING, REPRISAL, OR FALSE REPORTING OF BULLYING OR WHO PERMITS, CONDONES OR TOLERATES BULLYING SHALL BE SUBJECT TO DISCIPLINE FOR THAT ACT OR IN ACTION IN ACCORDANCE WITH THE BAC VOLLEYBALL POLICIES AND PROCEDURES.

CONSEQUENCES FOR THE PLAYER, PARENT, COACH OR ANY PERSON THAT DIRECTLY OR INDIRECTLY VIOLATES THE BAC VOLLEYBALL BULLYING POLICY RANGE FROM INTERVENTION MEETINGS UP TO AND INCLUDING SUSPENSION AND/OR FORFEITURE OF PAY DUE OR SEASON FEES PAID (DEPOSITED OR NOT).

IN CASES WHERE THE ACT IS EGREGIOUS, THE POLICE WILL BE NOTIFIED AS BULLYING IS AGAINST THE LAW. IF THE ACT OR PART OF THE ACT OCCURS ON ISD191 PROPERTY, THE DISTRICT WILL BE NOTIFIED.

ANY PERSON WHO BELIEVES HE OR SHE HAS BEEN A VICTIM OF BULLYING OR ANY THIRD PERSON HAS KNOWLEDGE OR BELIEF OF CONDUCT, WHICH MAY CONSTITUTE BULLYING, SHOULD REPORT THE ALLEGED ACTS IMMEDIATELY TO A TRUSTED ADULT OR BAC PROGRAM OFFICIAL.

### **AS IT RELATES TO BAC VOLLEYBALL PROGRAMS...**

- **ANY PLAYER WHO BELIEVES THEY HAVE BEEN A VICTIM OF BULLYING SHOULD IMMEDIATELY...**

#### **DO**

- REPORT TO PARENT OR TEACHER
- REPORT TO COACH OR ASSISTANT COACH
- REPORT TO THE COMMISSIONER
- KEEP COPIES OF ALL TEXTS AND / OR POSTS

#### **DO NOT**

- RESPOND /REPLY TO ANY TEXTS/ *POSTINGS*
- FORWARD ON TO OTHER PLAYERS/ FRIENDS
- “LIKE” SOMEONE ELSE’S NEGATIVE POST - THIS CAN BE CONSTITUTED AS HARASSMENT/ BULLYING

# **BAC VOLLEYBALL BULLYING POLICY ACKNOWLEDGEMENT**

We the undersigned participant & parent, coach or board member have read and understand the BAC VOLLEYBALL BULLYING POLICY.

Initial Here: \_\_\_\_\_

Further, we agree to conduct ourselves in a manner consistent with the expectations set forth by the policy.

Initial Here: \_\_\_\_\_

Further, we agree to communicate to BAC VOLLEYBALL official's any bullying situation/scenario that we have direct knowledge/proof of.

Initial Here: \_\_\_\_\_

Further, we understand the scope of actions that may be taken against us should we violate the BAC BULLYING POLICY.

Initial Here: \_\_\_\_\_

PARENT, COACH, BAC VB OFFICIAL NAME: \_\_\_\_\_

PARENT, COACH, BAC VB OFFICIAL SIGNATURE: \_\_\_\_\_

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

PLAYER NAME: \_\_\_\_\_

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

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