



Bryst Football Academy – Anti-Bullying and Anti-Discrimination Policy

In alignment with Canada Soccer's Safe Sport and Equity, Diversity & Inclusion Framework

1. Purpose

Bryst is committed to providing a safe, positive, and respectful environment where every individual—players, coaches, parents, officials, volunteers, and staff—feels valued, supported, and protected from bullying, harassment, and discrimination.

This policy outlines Bryst's zero-tolerance approach to bullying in any form and establishes clear standards of behaviour, reporting, and accountability in alignment with **Canada Soccer's Safe Sport Roster, Code of Conduct and Ethics**, and **Equity, Diversity, and Inclusion Guidelines**.

2. Scope

This policy applies to all individuals associated with Bryst, including:

- Players and parents/guardians
- Coaches, technical staff, and team managers
- Administrative staff and volunteers
- Officials and referees
- Board members and contractors
- Visitors or spectators participating in or attending Bryst events

The policy covers all Bryst environments, including:

- On-field training and games
- Locker rooms, change areas, and viewing spaces
- Team meetings and social events
- Transportation, travel, and accommodation during Bryst activities

- Digital and online communication platforms (e.g., email, messaging apps, social media)

3. Definitions

Bullying

Bullying is any **repeated and deliberate** behaviour—verbal, physical, social, or digital—that is intended to cause harm, fear, humiliation, or exclusion to another person.

Bullying can take many forms, including but not limited to:

- **Verbal Bullying:** Insults, name-calling, mocking, threats, intimidation, or hurtful teasing.
- **Physical Bullying:** Hitting, pushing, tripping, unwanted physical contact, or damage to property.
- **Social or Relational Bullying:** Excluding someone from a group, spreading rumours, public humiliation, or manipulating friendships.
- **Cyberbullying:** Using digital technology (texts, emails, social media, or apps) to harass, shame, or threaten another individual.
- **Psychological or Emotional Bullying:** Persistent belittling, gaslighting, or coercion that undermines a person's confidence or self-worth.

Discrimination

Discrimination is any unfair or unequal treatment, whether intentional or unintentional, based on a protected personal characteristic.

Bryst prohibits discrimination based on, but not limited to, the following grounds:

Body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, and sexual orientation.

Discrimination may occur through words, actions, exclusion, or systemic barriers.

4. Policy Statement

Bryst will not tolerate any form of bullying, harassment, or discrimination.

All individuals have the right to participate in Bryst activities in an environment that:

- Is free from fear, humiliation, and intimidation
- Promotes equality, dignity, and respect
- Encourages open communication and inclusion
- Supports emotional, physical, and psychological well-being

Every member of Bryst has a shared responsibility to uphold these values.

5. Reporting Bullying or Discrimination

Bryst encourages individuals to **report all incidents** of bullying or discrimination—whether as a victim, witness, or concerned member—without fear of retaliation.

How to Report

1. Direct Report:

- Speak with a **Coach, Team Manager, or Safe Sport Officer** as soon as possible.
- If the concern involves one of these individuals, report directly to the **Club Director** or **Independent Third-Party (ITP)**.

2. Email Report:

- Send a confidential email to: **belinda@brystsoccer.com**

What to Include

- Description of the incident (what happened, when, where, and who was involved)
- Names of witnesses, if applicable
- Any supporting evidence (e.g., screenshots, messages, videos)

All reports will be handled confidentially, and individuals will be informed of next steps promptly.

6. Complaint and Investigation Process

Step 1 – Acknowledgement

- The Safe Sport Officer or designate will acknowledge the report within **3 business days** and provide information on supports and next steps.

Step 2 – Preliminary Review

- The Safe Sport Officer reviews the nature of the complaint to determine jurisdiction and next steps.
- Immediate measures may be taken to ensure participant safety (e.g., separation of individuals, temporary suspension).

Step 3 – Formal Investigation

- A neutral investigator (internal or external) will conduct interviews, review evidence, and determine findings based on the balance of probabilities.
- Both complainant and respondent will be treated fairly and respectfully throughout the process.

Step 4 – Outcome

- Findings and recommended actions are reviewed by the Club Director or Bryst's Safe Sport Lead.
- A written decision will be provided to both parties within **30 days** of the investigation's conclusion.

Step 5 – Follow-Up and Support

- Bryst will implement appropriate corrective or disciplinary actions and monitor resolution.
- Support and counselling resources will be offered to affected individuals.

7. Potential Consequences

Depending on the severity of the incident, confirmed cases of bullying or discrimination may result in:

- Verbal or written warnings
- Mandatory education or sensitivity training
- Removal from training sessions, events, or team activities
- Suspension of membership or coaching privileges
- Termination of employment or volunteer role
- Referral to law enforcement or governing bodies when required

All disciplinary actions will align with Bryst's **Code of Conduct**, **Safe Sport Policy**, and **Canada Soccer Disciplinary Framework**.

8. Support and Resources for Victims

Bryst is committed to supporting anyone affected by bullying or discrimination through:

- Direct access to the **Bryst Safe Sport Officer**
- Referrals to **Kids Help Phone** (1-800-668-6868 / text 686868)
- Access to **Canada Soccer's Independent Third Party** at canadasoccer.com/safesport
- Local mental health support or counselling resources as needed

All individuals will be treated with care, compassion, and confidentiality.

9. Training and Education Requirements

Role	Training Requirement	Frequency
Coaches, Staff &	Respect in Sport for Activity Leaders; Anti-Bullying &	As

Role	Training Requirement	Frequency
Volunteers	Harassment Training	required
Players (U12+)	Bryst Respect & Team Culture Workshop	As required
Parents/Guardians	Respect in Sport for Parents (recommended)	As required
Board & Leadership	Safe Sport and Equity Leadership Workshop	As required

Bryst will also host periodic Safe Sport sessions and circulate educational materials to ensure continued awareness and understanding.

10. Awareness and Accessibility

To ensure full accessibility and engagement:

- The policy will be **posted on the Bryst website** and in facility common areas.
- A **summary poster** highlighting how to recognize, report, and prevent bullying will be displayed in visible spaces.
- The policy will be **distributed via email** to all members at the start of each season.
- New players, parents, and staff will receive an **orientation** on Bryst's Anti-Bullying expectations.
- Coaches will reinforce anti-bullying values during team meetings and training sessions.

11. Review and Continuous Improvement

This policy will be reviewed annually or as needed to ensure continued alignment with:

- Canada Soccer's Safe Sport Framework
- Provincial and federal human rights legislation
- Feedback and emerging best practices in athlete welfare

12. Contact Information

For questions or to report a concern, contact:

belinda@brystsoccer.com (Designated Safe Sport Officer)