



BRYST

Implementation of Canada Soccer Safe Sport Guidelines: Anti-Bullying Policy

1. Purpose

The purpose of this policy is to outline BRYST's commitment to preventing and addressing all forms of bullying in accordance with the **Canada Soccer Guide to Safety** and **Safe Sport Principles**. BRYST recognizes that bullying undermines an individual's sense of safety, belonging, and well-being. We are dedicated to fostering a culture of respect, inclusion, and fair play where every participant can enjoy soccer in a positive and supportive environment.

2. Scope

This policy applies to all members of BRYST, including:

- Players and athletes
- Coaches, team officials, and referees
- Parents and guardians
- Volunteers, administrators, and board members

It applies to all club-related activities, both on and off the field, including training sessions, competitions, tournaments, travel, social events, and online or digital communications.

3. Policy Statement

BRYST has **zero tolerance** for bullying in any form. All members have the right to participate in a respectful and inclusive environment free from physical, verbal, social, or online harassment. The Club will take all allegations of bullying seriously, respond promptly to concerns, and

implement corrective actions that protect participants and uphold the principles of the Canada Soccer Safe Sport Framework.

4. Definition of Bullying

According to Canada Soccer's Guide to Safety, **bullying** is defined as:

Deliberate, hurtful, and repeated behaviour intended to cause harm, fear, or distress to another person or group, typically involving an imbalance of power.

Bullying may occur in various forms, including:

- **Verbal:** name-calling, threats, insults, or discriminatory remarks
 - **Physical:** hitting, pushing, or damaging personal belongings
 - **Social:** excluding or spreading rumours to harm someone's reputation or relationships
 - **Cyberbullying:** using digital platforms, messages, or social media to harass, intimidate, or demean
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5. Prevention and Education

5.1 Awareness and Training

- All BRYST coaches, staff, and volunteers must complete **Canada Soccer Safe Sport and Respect in Sport Training**, which includes bullying prevention education.
- Players and parents are educated about appropriate behaviour, reporting procedures, and the importance of speaking up against bullying.

5.2 Culture of Respect

- BRYST promotes a "**Respect First**" culture across all teams and programs.
- Team meetings and orientations include discussions on inclusion, empathy, and bystander responsibility.
- Coaches and team managers are expected to model positive behaviour and address inappropriate conduct immediately.

5.3 Communication

- BRYST maintains open communication between players, parents, and staff.
 - Posters and educational materials promoting respect, inclusion, and anti-bullying awareness are displayed at club facilities.
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6. Reporting Procedures

6.1 How to Report

Any individual who experiences or witnesses bullying is encouraged to report it promptly. Reports may be made to:

- The **Head Coach** or **Team Manager**
- The **Club Safe Sport Officer**
- The **Club Executive Director** or **Board Member**

Reports may be submitted verbally, in writing, or via email to [Insert Designated Email].

6.2 Confidentiality and Protection

- All reports will be handled confidentially and in accordance with privacy standards.
- Retaliation against anyone who reports bullying in good faith is strictly prohibited.
- Where necessary, the club will provide support to affected individuals.

6.3 Investigation and Response

- Reported incidents will be reviewed by the Club's Safe Sport Officer and/or Discipline Committee.
- Appropriate action may include mediation, education, temporary suspension, or other disciplinary measures as warranted.
- If the situation involves serious misconduct or potential abuse, the matter will be referred to **Canada Soccer, Ontario Soccer**, or relevant authorities in accordance with mandatory reporting requirements.

7. Responsibilities

Role	Responsibilities
Club Board of Directors	Approves policy, ensures compliance with Canada Soccer Safe Sport Guidelines.
Club Safe Sport Officer	Oversees reporting, documentation, and follow-up on incidents; ensures training completion.
Coaches & Team Staff	Model respectful behaviour, monitor team dynamics, and intervene promptly when bullying is observed.
Players	Treat teammates, opponents, and officials with respect; report concerns immediately.

Role	Responsibilities
Parents/Guardians	Support positive behaviour, reinforce club values, and cooperate with investigations.

8. Monitoring and Review

BRYST Soccer Club reviews this policy annually to ensure continued alignment with the **Canada Soccer Guide to Safety** and evolving best practices in Safe Sport.

Feedback from players, parents, and staff is encouraged to strengthen the club's approach to creating a safe, inclusive environment.

9. Conclusion

BRYST Soccer Club is committed to providing a safe and supportive soccer experience for all members. Through consistent implementation of the **Canada Soccer Safe Sport Anti-Bullying standards**, BRYST will continue to build a positive environment grounded in **respect, integrity, teamwork, and inclusion**.

For questions or to report a concern:

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