

La Ronge Minor Hockey Association Bullying and Harassment Policy



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Bullying is defined by the combined use of aggression and power. It occurs when one or more individuals abuse power and direct verbal, physical or social aggression at another individual. Harm inflicted by bullying may be physical, psychological, social or educational.

Bullying includes a continuum of hurtful behaviours that can range in severity from name-calling to criminal assault.

There are many forms of bullying:

Physical bullying includes hitting, kicking, shoving, spitting, beating up, stealing, or damaging property.

Verbal bullying includes name-calling, mocking, hurtful teasing, humiliating or threatening someone, racist comments, or sexual harassment.

Social bullying includes rolling your eyes or turning away from someone, excluding others from the group, gossiping or spreading rumours, setting others up to look foolish, or damaging friendships.

Racial bullying includes treating people badly because of their racial or ethnic background, saying bad things about a cultural background, calling someone racist names, or telling racist jokes.

Religious bullying includes treating people badly because of their religious background or beliefs, saying bad things about a religious background or belief, calling someone names, or telling jokes based on his or her religious beliefs.

Sexual bullying includes leaving someone out or treating them badly because they are a boy or a girl; making someone feel uncomfortable because of their gender or sexual orientation; making sexist comments or jokes; touching, pinching or grabbing someone in a sexual way; making crude comments about someone's sexual behaviour; spreading a sexual rumour about someone; or calling someone gay, a fag, a lesbian, or similar names.

Disability bullying includes leaving someone out or treating them badly because of a disability, making someone feel uncomfortable because of a disability, or making comments or jokes to hurt someone with a disability

Cyberbullying includes the use of email, cell phones, text messages and internet sites to threaten, harass, embarrass, humiliate, socially exclude or damage another person's reputations and friendships.

The following is a non-exhaustive list of bullying behaviours that are used to intimidate, distress, or control others:

- Unwarranted yelling and screaming
- Continually criticizing someone's abilities
- Blaming and humiliating another person for mistakes
- Making unreasonable demands related to performance
- Repeated insults or put downs
- Repeated threats to remove or restrict opportunities or privileges
- Denying or discounting someone's accomplishment
- Threats of and actual physical violence

La Ronge Minor Hockey Association Consequences of Bullying

The La Ronge Minor Hockey Association has adopted a no-tolerance, leveled approach to bullying consequences to those that may bully others in the minor hockey setting (this applies to hockey players, parents of hockey players, coaches and any associated participants):

If an individual is found to be bullying, the Head coach must:

- **First Time Offence:** Speak to the individual bullying and explain the seriousness of such actions. Indicated that the next offence will be a written one. The Head Coach must notify the parents or caregivers of the individual in question. Players should be reminded of the LRMH Code of Conduct. If an offence is deemed of serious nature (discretion of the Head Coach, reporting to the LRMH Board), suspension may occur.
- **Second Time Offence:** Individuals will be written up by the Head Coach and correspondence will be sent to the Vice-President and the parents/caregivers of the individual in question. The individual will be warned that a third time offence will result of a month suspension from the minor hockey program.
- **Third Time Offence:** In writing, the Head Coach will suspend the individual from participating in hockey for a course of one month. The Head Coach must notify the Vice-President, parents/caregivers and the team of the suspension.
- **Fourth Time Offence:** If the individual in question continues to bully and a fourth time offence is committed, the player will be suspended by LRMH for the remaining of the season. The player will be required to submit a request to be reinstated at the start of the next season.

Please Note:

- Any bullying issues by coaches, parents/caregivers or those who participating (aside from players) with LRMH will not be tolerated and must be addressed. If continued behavior occurs, the LRMH board President and Vice-President are required to be involved. The LRMH board maintains the right to suspend or ban individuals based on the severity of the incident.
- Head Coaches must document all cases of bullying observed or reported on their team. This documentation may be asked for by the LRHM Board for investigation and process purposes.