

LADY DRAGON LACROSSE ANTI-HAZING, HARASSMENT, AND BULLYING POLICY

All players and parents will be held accountable to this policy and the guidelines set forth in the CISD Student Handbook and Code of Conduct (in current year).

1.0 Zero Tolerance Stance: Hazing, Initiation Rituals, Sexual Harassment, Bullying and Physical Punishment

Lady Dragon Lacrosse (“LDL”) is committed to eliminating and preventing hazing, initiation rituals, sexual harassment, bullying, and physical punishment activities and/or behaviors, which serve to humiliate, demean and devalue the worth of another individual or student-athlete. The protection of every individual’s basic rights and the provision of a safe and non-threatening environment are essential. LDL prohibits any hazing, bullying, or team bonding activities that subject student-athletes or other individuals to mental or physical discomfort, embarrassment, harassment, or ridicule. Severe sanctions will be imposed for violators. In an effort to eliminate these practices, LDL is committed to providing education and awareness training. The program also requires administrators, staff, and student-athletes to report any such behavior.

2.0 Definitions

2.1 Hazing Behaviors, Initiation Rituals, and Physical Punishment

LDL defines “hazing” and inappropriate team or individual initiation or bonding activities as any action taken against another individual or group of individuals which results in abuse, harassment, intimidation, or any form of degradation. The action taken can be physical, mental, emotional, or psychological and the effects may be intended or unintended. It does not matter if participation by the victim(s) is voluntary or involuntary.

2.2 Sexual Harassment

Sexual harassment is unwanted, often persistent, sexual attention and any other behavior with sexual overtones that creates a hostile work or learning environment. It may include written or verbal abuse or threats, physical contact, sexually graphic literature, sexual advances, demands for sexual favors, sexually oriented comments, jokes, lewd comments or sexual innuendoes, taunts about body, dress, marital status or sexuality, shouting and/or bullying, ridiculing or undermining of performance or self-respect, sexual or homophobic graffiti, practical jokes based on sex, intimidating sexual remarks, invitations or familiarity, domination of meetings, training sessions or equipment, condescending or patronizing behavior, physical contact, fondling, pinching or kissing, sex-related vandalism, offensive 'phone calls or photos, and/or bullying on the basis of sex. Sexual harassment also includes all forms of sexual violence such as sexual assault, sexual battery, rape, and sexual coercion which will be referred to authorities as criminal matters. Sexual harassment/sexual violence by coaches or athletic program employees towards other employees or student-athletes, by student-athletes towards other students or student-athletes, or by student-athletes toward LDL staff is expressly prohibited.

2.3 Bullying

Bullying occurs when there is an imbalance of power and the person who is older, larger, stronger, more aggressive, or in a position of power or influence uses his or her power to control or harm someone in a weaker position. The person bullying has the intent or goal to cause harm (i.e., the act is not accidental) and the action is usually repetitious. Bullying includes but is not limited to: name-calling, teasing, socially spreading rumors, purposely leaving people out of groups by telling them or others they are unwanted, breaking up friendships by threatening others or spreading rumors about a friend, or physically hitting, punching or shoving a person. Cyberbullying or using the internet, email, texting, mobile phones, social media or other digital technologies to do harm to others, is also bullying and strictly prohibited.

3.0 Inappropriate Professional Conduct between Coaches and Student-Athletes

Coaches, athletic program staff members, volunteers, or others who have authority over or provide professional services to student-athletes must exhibit the highest standards of impartiality and professional treatment and are prohibited from engaging in inappropriate conduct with student-athletes. Having a sexual, intimate, romantic, or similar close personal relationship with individuals over which a person has an instructional or service responsibility, even if a consensual relationship between adults, creates the appearance or actuality of favoritism and special treatment which is professionally unethical and unacceptable and is expressly prohibited. Such unprofessional behaviors or sexual or romantic personal relationships undermine the trust in the coach or employee and belief that the student-athlete will be treated impartially. Staff members engaging in such unethical conduct shall be subject to immediate termination of employment. Student-athletes or staff members with knowledge of the occurrence of such conduct shall be expected to immediately inform the appropriate Athletics Director.

4.0 Personal Offense

A student-athlete or coach commits a serious offense when he/she:

- Engages in hazing, prohibited team initiation rituals, physical punishment, sexual harassment or sexual violence or inappropriate and unprofessional behaviors as listed in 2.0 above.
- Solicits, encourages, aids, or attempts to aid another individual with such behaviors.
- Intentionally or knowingly permits such behavior.
- Has firsthand knowledge of the planning of such behavior and fails to act to prevent such behavior.
- Has firsthand knowledge that such behavior as occurred, and knowingly fails to report it to an LDL coach or Board member to initiate the appropriate investigatory and adjudication process to be utilized for any such offense.

5.0 Reporting a Coach Offense

LDL recognizes how difficult it may be for a student-athlete or another LDL staff member to report a coach offense. Thus, a non-LDL employee/member of the faculty has been designated to determine the appropriate investigatory and adjudication process to be utilized for any such offense. Contact your Coach, Youth Director, or any LDL Board member to report or discuss any behaviors of concern. In cases of allegations of sexual harassment or sexual violence committed by coaches, faculty, staff or students of the institution, investigatory and adjudication processes are conducted by the LDL Board of Directors and should be contacted at ldlboard@ladydragonlacrosse.org. Retaliation against reporting concerns or offenses is strictly prohibited.

6.0 Education and Awareness

6.1 Inclusion in Publications

This zero-tolerance hazing policy will be included and distributed with all applicable LDL administrative, staff, and student-athlete informational and compliance handbooks all of which will include a website reference to the policy as well.

6.2 Commitment to Education

Educating everyone in LDL about this policy will occur on a continual basis and at compliance informational meetings for administrators, staff, and student-athletes.

7.0 Duty to Report

LDL will inform all administrators, staff, and student-athletes of their duty to report suspected hazing activities and of the appropriate reporting mechanisms for addressing those concerns as follows:

- Any individual who believes that this policy has been violated should refer the matter to the LDL Board of Directors (see contact information in Section 5.0).
- Individuals who have knowledge of either witnessing or participating in hazing activities, or who suspect that hazing activities may be occurring or have already occurred, must report such activities to this same contact person and must thoroughly cooperate in an investigatory process in conjunction with institutional officials.

8.0 Violations and Sanctions

Any individual who believes that this policy has been violated should refer the matter to the LDL Board of Directors (see contact information in Section 5.0). Individuals who have knowledge of either witnessing or participating in hazing activities, or who suspect that hazing activities may be occurring or have already occurred, must report such activities to this same contact person and must thoroughly cooperate in an investigatory process in conjunction with institutional officials.

8.1 Immediate Imposition of Sanctions

In a case where a violation of the zero-tolerance policies is concerned, the authorized institutional administrator is authorized to apply sanctions immediately upon determination that such violations have occurred.

8.2 Keeping Administrative Officials Involved

If LDL investigates and determines that there have been violations of zero-tolerance policies, it will keep the appropriate institutional administrators fully informed of all proceedings and can/will provide that official with copies of all written documents and determinations.

8.3 Failure to Report

Any individual not reporting prohibited activities, not cooperating, or providing false or misleading information in regard to an investigation process will be subject to sanctions.

8.4 Allowable Sanctions

Sanctions for conduct not permitted under this policy may include but not be limited to one or more of the following:

- Warning
- Reprimand
- Probation with or without conditions
- Requirements for restitution
- Conditions intended to encourage personal rehabilitation (e.g. counseling and/or community service activities)
- Suspension from contract, with or without pay
- Termination of contract
- Suspension from practice for a definite period of time
- Restriction from receipt of LDL services
- Suspension from competition for a defined period of time (Per Team Coach and/or Disciplinary Committee)
- Loss of grant-in-aid
- Potential criminal prosecution

The program reserves the right to enforce or relinquish the sanctions imposed for violation of the zero-tolerance policies at the LDL Board of Director's discretion. If necessary, a separate Disciplinary Committee of (3) individuals may be formed to review any case that is presented as a violation of this policy. Coaches or other staff determined to be involved in or who condone such activities shall be subject to immediate sanctions up to and including termination of contract.