



Fusion FC Anti-Bullying Policy

Fusion FC is committed to its goals of promoting integrity and sportsmanship in players, coaches and parents, while providing a safe, respectful and competitive environment. Fusion FC will not tolerate bullying of any degree at practices, games, or other Fusion FC events. Fusion FC promotes an open-door policy and expects anyone to report a bullying incident. Coaches, players, and parents will be supported by the Fusion FC Board of directors, and will take any report of bullying seriously, while assuring discretion to the reporting parties involved. Any bullying incident will be investigated until a resolution is met and accepted by the Board of Directors, members and their families.

Definition of Bullying

Fusion FC defines bullying as conduct, gestures, or comments that can be interpreted as insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to a player, family or team that results in a hostile environment, which negatively affects a player's mental state, emotions, or well-being. Bullying can be any verbal, physical, or written communication, including electronic, that results in intentional pain and distress to the victim. Bullying can stem from coaches and parents equally as much as it can stem from players. Coaches, Assistants or team managers who do not enforce equal play and treatment of all players without just cause can be considered as a bullying situation.

Signs and Symptoms

Players may physically demonstrate or show that they are being bullied through various ways. Some players may report bullying to their parents, coaches, or others, some players may not. Coaches, assistants, volunteers and families should be aware of signs of bullying and action taken once bullying is noticed. Please refer to CDC's "Stop Bullying" website for these potential signs of bullying:

<https://www.stopbullying.gov/what-is-bullying/index.html>

Awareness & Training

Fusion FC will require all coaches, assistants and team related volunteers, employees and board of directors to acknowledge the Anti-Bullying policy with their yearly submission of the club's code of conduct. By acknowledging the Anti-Bullying policy, all parties acknowledge they understand and will uphold the club's stance on bullying. Fusion FC will maintain the current anti-bullying policy on the website in an obvious, easy to find location.

Reporting

- Fusion FC will monitor and respond to bullying reports by sending an e-mail to
 - anti-bullying@fusionfcpa.org

- If the reporting party wishes to remain anonymous, place a handwritten note in an envelope in the drop box, or mail it to PO Box 243, Lewisberry, PA 17339

Procedures

Parents, Families or other members can choose a few options to address bullying.

1. Speak to the team coach to ensure that he or she is aware of the incident(s)
2. Allow the team coach to address the issue with the board of directors.
 - a. Any incident needs to be reported to the board of directors, regardless if the coach can achieve resolution
3. If the team coach is not able to address the issue, or the issue involves the coach, members can report the bullying incident directly to the board of directors.
4. The Fusion FC Board of directors will review the notice, and assign members of the board, or appointed committee members to investigate the issue.
 - a. The investigative committee may observe practices, games, have verbal or e-mail discussion with coaches, other parents, as well as the suspected player and family members.
5. If the investigative committee directly witnesses bullying, the committee will speak directly to the suspect player and family member and immediately remove them from the current activity and discuss as appropriate.

Consequences

1. The first offense involving bullying, after the investigative committee has discussed, observed or otherwise researched the incident, an attempt will be made to encourage the bully or bullies to modify their behavior. The coach will also be involved and encouraged to promote positive behavior between the players and team.
2. If the bullying persists, the investigative committee can make recommendation to remove the suspect player and family from the event for a temporary amount of time, with no refund. A member from the committee will be required to ensure that the player and family members are not present until further notice. If the family has other players at Fusion, and there are no pending accusations to their other children, the family including the accused player may attend the other child's games or events. The investigative committee will report and make recommendation to the Board of Directors for approval of the suspension time period.
3. If the issues continue, the investigative committee will consider permanent removal of the player and family involved from Fusion FC and all grounds

Adopted January 2019

Board Of Directors