



## Anti-Bullying Policy

**Effective** December 10<sup>th</sup>, 2025  
**Date:**

Bulkley Valley Soccer Society (BVSS) has adhered to this Anti-Bullying Policy to help guide and protect the children that participate in our activities as players, referees, coaches or in any other capacity. Bullying can be defined as intentional hurtful and aggressive behaviour that makes others feel uncomfortable, scared or upset, and it is the responsibility of the club, our staff and volunteers to create a safe, free of bullying soccer environment.

*\*Resources below were provided by the Government of British Columbia*

### IMPORTANCE OF AN ANTI-BULLYING POLICY

According to the data provided by the Provincial Government, 1 in 3 Canadian teens say they've been bullied recently and almost half of Canadian parents say their kid has been bullied at some point.

A person who shows bullying behaviour usually picks on another person's culture, disability, ethnicity, gender identity, looks, religion, or sexual orientation - children who identify as lesbian, gay, bisexual, trans-identified, two-spirited, queer or questioning (LGBTQ) are discriminated against three times more than heterosexual students.

The effects of bullying can be traumatic and long-lasting, affecting even adulthood by causing extended psychological harm.

### DEFINING BULLYING

It's important to know the difference between bullying and single acts of aggression or conflict. Not all mean or rude behaviour or conflict is bullying. Understanding the difference helps when it comes to knowing how to intervene.

Bullying is a persistent pattern of unwelcome or aggressive behaviour that hurts others physically and/or emotionally. For a situation to be considered bullying, three indicators are usually present:

- **Power** – children who bully acquire their power through physical size and strength, by status within the peer group, and by recruiting support of the group.
- **Frequency** – bullying is not a random act. It is this factor that brings about the anticipatory terror in the mind of the child being bullied that can be so detrimental and have the most debilitating long-term effects.
- **Intent to harm** – children who bully generally do so with the intent to either physically or emotionally harm the other child.

A person who shows bullying behaviour says or does something intentionally hurtful to others and they keep doing it, with no sense of regret or remorse – even when it's obvious that they've hurt a person or when they're asked to stop.

## **TYPES OF BULLYING**

- **Physical** – hitting, kicking, tripping, pinching, pushing, damaging property.
- **Verbal** – name-calling, insulting others, teasing, intimidating others, making homophobic or racist comments, verbal abuse.
- **Social and emotional (or relational)** – Doing things to harm someone else's reputation or make them feel embarrassed or humiliated by lying, spreading rumours, making mean gestures or jokes, excluding someone.
- **Cyber** – teasing or humiliating a person online using social media, cruel websites (e.g. posting photos of others on rating websites), video games, instant message or texting. Cyberbullying is constantly evolving and changing with new technology and it can reach a child even in the privacy of their own home.

## **SIGNS THAT A CHILD IS BEING BULLIED**

Kids who are being bullied by others will often display a change in behaviour or emotions, like:

- Not wanting to go to school or participate in extra-curricular activities.
- Anxious, fearful or over-reactive.
- Having low self-esteem and making negative comments about themselves or a former friend
- Regular complaints of stomachaches, headaches, and other physical symptoms without any particular cause.
- Less interest in school or soccer.
- Injuries, bruising, damaged clothing, or broken items.
- Unhappy and irritable.
- Trouble sleeping, nightmares, bedwetting.
- Frequently crying.
- Threatens to hurt themselves or others.
- Significant changes in social life (i.e. no one is calling or inviting them out).

## **SIGNS THAT A CHILD IS ENGAGING IN BULLYING BEHAVIOUR**

Kids who exhibit bullying behaviour may show signs that they are using power aggressively, such as:

- Little concern for the feelings of others.
- Aggressive with siblings, parents, teachers, friends and animals.
- Bossy and manipulative to get their own way.
- Coming home with unexplained objects or extra money.
- Secretive about possessions, activities or where they've been.
- Easily frustrated and quickly angered.
- Believe aggression is an acceptable way to resolve conflicts.
- Abuse others physically or verbally.
- Get into fights and blame others for starting them.
- Have a need to dominate others.
- Have two or three friends who are also aggressive.
- Hang out with increasingly younger children.
- Quick to interpret accidents or neutral events as deliberate hostile acts.

## **BULLYING REPORTING PROCEDURE**

Incidences of bullying are to be reported through the BVSS incident reporting, located on the main page of our website at [www.bvsoccer.ca](http://www.bvsoccer.ca). This will allow for a documented incident report on which the club can utilize to move forward with appropriate action.

All reports will be reviewed by the BVSS Risk and Safety Officer.

If deemed necessary, the club will consult the police.

***There is no express time limit for initiating a complaint, but every effort should be made to quickly bring the complaint to the attention of the appropriate organizational leadership to stop the bullying behaviour as soon as possible and to make sure that memories are fresh, and behaviour can be accurately recalled***

## **BULLYING CONFLICT RESOLUTION**

Upon review of any potential bullying reports to the incident reporting system. The following steps will be taken by a subcommittee of the BVSS board to deal with bullying incidents.

- A designated BVSS official will be the point of contact for the initial report for parents/guardians of the athletes involved.
- A follow up within 48 hours acknowledging receipt of the incident to the incident reporting system.
- The BVSS Official will begin by assessing the situation and attempting a reconciliation between the bullied individual and the bully, where appropriate and safe to do so.
- The BVSS Official should mediate the conversation between the kids involved and their parents/guardians by meeting with both parties individually, then if direct reconciliation is deemed feasible, then a meeting between all parties can occur.
- Based on the findings from these discussions, take appropriate action. If necessary, place the bully on notice, and if the issue persists, initiate a formal disciplinary process. The severity of the situation will guide the specific course of action, which the club should assess based on its policies and the nature of the incident.
- Resolution decisions will be communicated to all parties involved upon conclusion of the incident.

Documentation and Transparency: A summary of all meetings will be recorded and actions documented throughout the process. This serves to protect both the club and everyone involved.

Prioritize Reconciliation: Above all, always keep an open mind for the possibility of genuine reconciliation. This should be the primary objective throughout the process, provided it remains a safe and constructive option.

## **BC SOCCER ALIGNMENT**

**All BVSS policies must align with BC Soccer's Bylaws, Rules & Regulations, and applicable Policies and procedures.**

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