

Anti Bullying Guidelines and Policy

Bullying is against the law. There is no federal (uniform) anti-bullying law. Bullying laws are state laws and as such vary from state to state, and as a result AYF members should review and familiarize themselves with what their state laws and modify this policy based on the laws of their respective state. AYF encourages all members to have a written anti-bullying policy and to ensure that their policies meet, at a minimum, their state requirements. State laws can be found here <http://www.stopbullying.gov/laws/>

Bullying has no place on the field, in our schools or communities. Those gifted with athletic ability and the work ethic to participate and excel in sports, have a greater responsibility than others to those that may be weaker than them, please help us instill in our AYF participants that they should take it upon themselves to not only refrain from bullying behavior but to stand up for those who may be bullied on and away from the football field.

Bullying Prevention

The _____ [League/Association/Conference/Team name] believes that all participants have a right to a safe and healthy team environment. The administrators, coaches, participants and community have an obligation to promote mutual respect, tolerance, and acceptance.

The _____ [League/Association/Conference/Team name] will not tolerate behavior that infringes on the safety of any participant. A participant shall not intimidate, harass, or bully another participant through words or actions. Such behavior includes: direct physical contact, such as hitting or shoving; verbal assaults, such as teasing or name-calling; and social isolation or manipulation.

The _____ [League/Association/Conference/Team name] expects participants administrators, coaches and/or participants to immediately report incidents of bullying to a coach, team manager, league administration, board of directors or designee. Coaches who witness such acts take immediate steps to intervene when safe to do so. Each complaint of bullying should be promptly investigated. This policy applies to participants on and off the field, while traveling to and from games and or practices and at league/team/conference sponsored activities.

To ensure bullying does not occur, the _____ [League/Association/Conference/Team name] will provide coaches development training in bullying prevention and cultivate acceptance and understanding in all participants and coaches to build each organization's capacity to maintain a safe and healthy team environment.

Coaches should discuss this policy with their team in age-appropriate ways and should assure them that they need not endure any form of bullying. Participants who bully are in violation of this policy and are subject to disciplinary action up to and including suspension.

Each organization will adopt a Participant Code of Conduct to be followed by every

participant on each team and or squad, while playing, practicing and or when traveling to and from team and or squad sponsored activity.

The Participant Code of Conduct includes, but is not limited to:

- Any participant who engages in bullying may be subject to disciplinary action up to and including suspension from their respective team and or squad.
- Participants are expected to immediately report incidents of bullying to the coach, team manager or designee.
- Participants can rely on staff to promptly investigate each complaint of bullying in a thorough and confidential manner.
- If the complainant participant or the parent of the participant feels that appropriate resolution of the investigation or complaint has not been reached, the participant or the parent of the participant should contact the organizations board of directors. The organization prohibits retaliatory behavior against any complainant or any participant in the complaint process.

The procedures for intervening in bullying behavior include, but are not limited, to the following:

- All coaches, team managers, participants and their parents will receive a summary of this policy prohibiting intimidation and bullying: at the beginning of the football/cheer season, as part of the organization's paperwork delivery/collection to parents.
- The organization will make reasonable efforts to keep a report of bullying and the results of investigation confidential.
- Coaches and or team managers who witness acts of bullying shall take immediate steps to intervene when safe to do so. People witnessing or experiencing bullying are strongly encouraged to report the incident; such reporting will not reflect on the target or witnesses in any way.

Participant Code of Conduct

The Participant Code of Conduct includes, but is not limited to, the following:

- Participants are to resolve their disputes without resorting to violence.
- Participants are encouraged to help fellow participants resolve problems peaceably.
- Participants can rely on coaches and team managers trained in conflict resolution and peer mediation strategies to intervene in any dispute likely to result in violence.

- Participants needing help in resolving a disagreement, or participants observing conflict should contact a coach, teacher at their school or police officer.

ASSOCIATION Name:

Authorized Representative Name:	Title:
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Authorized Representative Signature:	Date:
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CONFERENCE Name:

Authorized Representative Name:	Title:
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Authorized Representative Signature:	Date:
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