

Westbrook Little League Bullying Policy

Definition

Bullying is defined in Connecticut Statutes as "overt acts by a student or a group of students directed against another student with the **intent** to ridicule, harass, humiliate or intimidate the other student while on school grounds, at a school-sponsored activity or on a school bus, which acts are **repeated against the same student over time.**" (Connecticut General Statutes Section 10-222d.) Westbrook Little League (WLL) has adopted this statute as follows:

*Bullying is defined as overt acts by a player or a group of players directed against another player with the **intent** to ridicule, harass, humiliate or intimidate the other player while on any grounds for the purpose of Westbrook Little League or at any Westbrook Little League sponsored activity which acts are **repeated against the same student over time.***

There are three types of bullying, and WLL will not tolerate it in any form:

Verbal - includes teasing, name-calling, sexual harassment, racial/ethnic comments, taunting and threats.

Social (aka relational) - includes leaving someone out on purpose, manipulating or telling other children not to be friends with someone, spreading rumors, and embarrassing or humiliating someone in public.

Physical - includes hitting, kicking, pinching, spitting, tripping, pushing, taking or breaking someone else's property, rude gestures.

Zero Tolerance

Bullying has serious effects on youth and youth organizations and the WLL will not dismiss any such behavior as a "normal" or inevitable part of childhood. There is nothing "normal" about ongoing incidents of harassment, taunting and intimidation, including any physical behavior or altercations. Bullying is targeted behavior for any reason, including, but not limited to race/ethnicity, adoption, social status, wealth, gender, sexual orientation, and family composition.

EVERY child registered to play in WLL has the right to feel safe and supported by members of the Board of Directors, the coaches, umpires and parents, thus it is the league's responsibility to address any and all bullying issues that take place within it, whether on or off the field and/or during any activities or functions of WLL.

Bullying is something the league takes very seriously and Westbrook Little League has adopted a **zero tolerance** policy toward it. All stakeholders in the WLL community must work together to ensure that WLL is a place that ALL youth and parents feel welcome and included.

Reporting Bullying

In Westbrook Little League, our goal is to instill respectful and kind behaviors towards others in all of our players. To that end, we do not wait for ridiculing or intimidating behavior to be repeated. We attempt to reduce or to eliminate instances of bullying by responding to any inappropriate behaviors at the first instance. All Westbrook Little League affiliates, including but not limited to board members, volunteers, and coaches, respond to all instances in which we find that any individual is behaving in a mean behavior or a bullying manner (as defined above), redirecting and correcting that behavior.

Please complete the attached form if you believe you have witnessed an act of bullying and wish to report it. You may remain anonymous, but disciplinary action will not be taken on anonymous complaints. All complaints will be investigated and may include Westbrook Public School Administration and/or Westbrook Police Department.

Bullying Consequences

If any individual (*youth or adult*) is involved in any type of bullying, the following consequences may occur:

- *First offense:* Verbal Warning
- *Second Offense:* Suspension for the player(s) involved and the head coach of the team for ONE Game if reported behavior was not acted upon.
 - If a team is left with fewer than eight players for a game as the result of suspensions the game will be forfeited according to WLL rules.
- *Third Offense:* Expulsion hearing of the player from WLL following an Executive Session of the Board of Directors. The Board decision is final.
 - Players expelled from WLL will be allowed to register the following season and will play on full probation. A repeat offense will result in immediate expulsion and a permanent ban from the league.
 - Coaches expelled from the league will be permanently banned from being involved in WLL in any way.
 - There are no refunds of registration fees if a player is expelled from the league.

- Reports of any and all instances of bullying will be filed with the Westbrook Board of Education and all Westbrook schools, local law enforcement, and the parents/legal guardians of all players reported as offenders and/or victims will be notified.

If you see something, say something.

Players should remember that the strongest team leaders don't just refrain from hurting others – they actually shut it down when they see it happening. WLL encourages players to speak up, not just stand by. Speak Up. Be an upstander.

Reporting Form

Date of Incident (mm/dd/yyyy): _____ Time of Incident: _____

Location of bullying event: _____

Description of alleged bullying act:

Victim(s): _____

Person(s) committing act of bullying:

Names of possible witnesses:

Reporter name, phone #, email: _____

***Please indicate if you wish to remain anonymous.**

Submit completed forms to:

Player Agents:

Dale Bennett (AAA, Majors): shock480@comcast.net

Sean Grace (AA, AAA): sgrace1945@gmail.com

Westbrook Little League will not tolerate bullying in any form.