



## **Anti-Bullying Agreement**

The Dollard Artistic Swimming Club (the “Club”) is committed to providing a safe and inclusive environment for all members.

Bullying is defined as intentionally aggressive behavior that can take many forms (verbal, physical, social/relational/emotional, or cyber bullying – or any combination of these); it involves an imbalance of power, and it is often repeated over time.

At the Club, bullying will not be tolerated. Bullying can consist of one person bullying another, a group of people ganging up against one person, or one group targeting another group.

Common behaviors attributed to bullying include put-downs, name calling, rumors, gossip, verbal threats, menacing, harassment, intimidation, social isolation or exclusion, and physical assaults.

Bullying that takes place on or immediately near the training environment, at any Club related activity or event, or on Club-provided transportation will not be tolerated. This also applies to “cyberbullying” or the use of any electronic communication device to harass, intimidate, exclude, spread rumors, gossip or bully. If an athlete is found to be harassing or bullying another athlete, appropriate disciplinary action will be taken against the harasser. If bullying occurs at an away event or competition, the harasser may be asked to leave the event. The expense of any required transportation will be incurred by the athlete.

- **1st Offense: Verbal warning and athlete meeting with coach(es) and/or head coach**
- **2nd Offense: Parent conference**
- **3rd Offense: Suspension or expulsion from program**



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### **Athlete Responsibilities:**

Everyone has the right to feel physically and emotionally safe in our program. As a member of our Club's community, I will do everything I can personally to create and preserve a physically and emotionally safe environment.

I agree to:

- Treat other athletes, coaches, Club members, and officials with kindness and respect
- Not engage in verbal, relational, physical bullying or cyberbullying
- Be aware of and follow the Club's anti-bullying policies and procedures
- Support athletes who have been victimized by bullies
- Speak out against verbal, relational, and physical bullying and cyberbullying
- Notify a coach, parent, or administrator when bullying does occur
- Be a good role model for other athletes and Club members

Athlete Signature: \_\_\_\_\_

Witness: \_\_\_\_\_

Date: \_\_\_\_\_