



Indy Premier SC Bullying Policy

OVERVIEW & PURPOSE

The following document will establish standards of best practices and a procedural process regarding bullying for Indy Premier Soccer Club. Included in this policy statement will be the definition of bullying per Indiana Code, reporting processes, and appropriate interventions. Indy Premier SC is a service organization working with children and as such is committed to a healthy and safe environment for our members. Bullying creates an oppressive and fearful climate for people which can impact one's physical and psychological health. There will be zero tolerance of behaviors rising to the level of bullying as defined herein.

INDIANA CODE DEFINITION OF BULLYING

As defined by Indiana Code (IC) 20-33-8-2 bullying means the overt, unwanted, repeated acts or gestures, including verbal or written communications or images transmitted in any manner (including digitally or electronically), physical acts committed, aggression, or any other behaviors, that are committed against a member of group of members with the intent to harass, ridicule, humiliate, intimidate, or harm the targeted member and create for the targeted members an objectively hostile environment.

1. Places the targeted member in reasonable fear of harm to the targeted member's person or property;
2. Has a substantially detrimental effect on the targeted member's physical or mental health;
3. Has the effect of substantially interfering with the targeted member's athletic performance; or
4. Has the effect of substantially interfering with the targeted member's ability to participate in or benefit from the services, activities, and privileges provided by the club.

REPORTING PROCESS

1. Reports must be made in writing.
2. Indy Premier will protect the identity of the victim.
3. The preferred reporting process will follow the club's chain of communication as follows from first to final: Team Coach, Age Group Technical Director, Director of Coaching, CEO, Board President.

INVESTIGATORY PROCESS

1. Indy Premier's CEO is responsible for designating an individual to receive all complaints alleging violations of Indiana Code relating to bullying.
2. The CEO or designee shall conduct a thorough and complete investigation for each report of bullying received.
3. The investigation shall be initiated as soon as possible after the incident.
4. Additional personnel may be assigned to assist said investigation.
5. The investigation shall be completed and written findings will be submitted to the CEO as soon as possible but no later than 5 business days from the initial report.

CONSIDERATIONS RELATING TO DETERMINING IF THE BEHAVIOR MEETS THE DEFINITION OF BULLYING

1. History between individuals?
2. Have there been past conflicts?
3. Have the individuals had a dating history?
4. Power differential? Does there exist an imbalance of power not limited to the physical?
5. Repetition. Have there been similar incidents, is the individual worried about recurrence?

DISCIPLINARY PROCESS

If the behavior is determined to rise to the level of bullying then;

1. Disciplinary response will be communicated to the parents of both the targeted member and the bully.
2. Disciplinary response to include but not be limited to:
 - a. Intervention and educational process to ensure an end to said behavior.
 - b. Suspension from club activities for an appropriate amount of time.
 - c. Dismissal from the organization. In regards to dismissal of a member refer to the club's financial policies agreed to in the offer email.
3. The club retains the right to contact law enforcement in the case that bullying offense rises to the level of a criminal offense.

BULLYING INCIDENT REPORT FORM

Date of Incident: _____ **Repeat infraction?** YES NO

Name of victim(s):

Name of student(s) bullying:

Name(s) of witnesses/bystanders:

Type of Bullying:

Verbal

Physical: Result in injury? YES NO Reported to Coach? YES NO Reported to Police? YES NO

Describe the incident:

Today's Date: _____ **Reported by:** _____ **Signature:** _____