



Vancouver Rangers Football Club
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Anti-Bullying Policy

Effective Date: Sept 1, 2024

Vancouver Rangers FC (VRFC) 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.



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- 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.

VRFC ANTI-BULLYING REPORTING PROCEDURE

Bullying of any kind is unacceptable and shall not be tolerated. Bullying is counterproductive to team spirit and can be devastating to a victim. VRFC is committed to providing a safe, caring, and friendly environment for all participants.

All VRFC staff, volunteers, players, parents and guardians shall make themselves aware of the Canada Soccer Anti-Bullying material and abide by the club code of conduct.

Reporting process and procedures can be found below.

Procedures

1. Report Bullying incidents to Liam Mumford, Club Child Protection Officer or a member of the clubs staff
2. Parents should be informed and will be asked to come in to a meeting to discuss the problem
3. If necessary and appropriate, the VPD will be consulted
4. The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly
5. An attempt will be made to help the bully (bullies) change their behaviour
6. If mediation fails and the bullying is seen to continue the club will initiate disciplinary action under the club constitution.

VRFC ANTI-BULLYING CONFLICT RESOLUTION

If the club decides it is appropriate for them to deal with the situation, they will follow the procedure outlined below:

1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
2. If this fails/not appropriate a small panel (made up from Child Protection Officer, Technical Director, Selected individuals from the VFRC Board of Directors) should meet with the parent and child alleging bullying to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.
3. The same persons should meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.



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4. If bullying has in their view taken place the individual should be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
5. In some cases, the parent of the bully or bullied player can be asked to attend training sessions, if they are able to do so, and if appropriate. The club committee should monitor the situation for a given period to ensure the bullying is not being repeated.
6. All coaches involved with both individuals should be made aware of the concerns and outcome of the process i.e. the warning.
7. More serious cases may be referred to the VPD.

Prevention

The club have Code of Conducts, which include what is acceptable and proper behaviour for all members of which the anti-bullying policy is one part.

All club members and parents will sign to accept the Code of Conduct upon joining the club.

The Club's Child Protection Officer will raise awareness about bullying and why it matters, and if issues of bullying arise in the club, will consider meeting with members to discuss the issue openly and constructively.

BC SOCCER ALIGNMENT

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

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