



Anti-Bullying Policy for Youth Football and Cheer Teams

At La Costa Canyon Pop Warner, we are committed to fostering a safe, respectful, and inclusive environment for all participants. Our anti-bullying policy is designed to uphold these values and ensure that every player and member of our cheer and football teams can thrive without fear of bullying. Bullying is unacceptable, and we have established a zero-tolerance approach to address such behavior.

Policy Guidelines:

1. Investigation and Communication:

- The head coach is responsible for promptly investigating any concerns related to bullying. The Board will investigate, if concerns arise that sufficient action has not been taken.
- Upon receiving a bullying concern, the head coach will meet with the affected player and their parents to discuss the reported incident.
- Open communication channels between the coaching staff, players, and parents are vital to address concerns and ensure transparency.

2. Warning and Education:

- As a first step, the head coach will issue a formal warning to the player involved, emphasizing the organization's zero-tolerance policy for bullying.
- The coaching staff will take this opportunity to educate the player on the negative impact of bullying and encourage positive behavior.

3. First Offense Consequences:

- In the event of a second bullying incident, **the player will face a one-game suspension.**
- The player must attend the game but will not be allowed to participate in the game or wear their uniform.
- If the player misses the game without a valid reason, they will automatically be suspended for the subsequent game.

4. Second Offense Consequences:

- A third bullying incident will result in the immediate removal of the player from the team.
- The coaching staff and Board decide to remove a player after thorough consideration.

Educational Approach:

- Alongside consequences, our organization is committed to educating players about the importance of treating each other with respect and empathy.
- Team meetings, workshops, and discussions will be organized to address bullying, promote unity, and provide tools for conflict resolution.



Reporting and Confidentiality:

- We encourage all players, parents, guardians, and coaching staff to report any instances of bullying promptly.
- Reports will be handled sensitively, and confidentiality will be maintained to the extent possible.

We aim to provide a positive and nurturing environment for every participant. By strictly enforcing this anti-bullying policy, we can create a space where all team members can grow, excel, and enjoy the benefits of team sports while treating each other with kindness and respect.

Online Bullying and Communication Policy

Our commitment to maintaining a safe and respectful environment extends to online interactions in the digital age. We take online bullying and inappropriate communication seriously, recognizing their potential harm to our team members' well-being and dynamics. This section outlines our policy to address online bullying, communication via platforms such as social media, TeamSnap, and direct text messaging among players.

Online Bullying and Harassment:

1. **Definition:** Online bullying encompasses any hostile, derogatory, or offensive behavior through digital channels. This includes but is not limited to sending hurtful messages, spreading rumors, sharing inappropriate content, or making threats.
2. **Prohibited Conduct:** Engaging in online bullying or harassment, regardless of the platform used, is strictly prohibited within our organization. Such behavior undermines the positive team culture we strive to create.
3. **Reporting:** Any online bullying should be reported promptly to the coaching staff or Board. The exact consequences outlined in our anti-bullying policy will apply to online bullying incidents.

Communication via Social Media, TeamSnap, and Text Messages:

1. **Respectful Interaction:** All communication between players through social media platforms, TeamSnap, and text messaging should be conducted with respect and consideration for others.
2. **Positive Team Environment:** Online interactions should contribute to a positive team environment, fostering camaraderie and support among players.
3. **Inappropriate Content:** Sharing or forwarding inappropriate content, including lewd images, offensive language, or any content that goes against our organization's values, is strictly prohibited.



4. **Privacy and Consent:** Players must respect each other's privacy and obtain consent before sharing personal information or images.

Consequences for Violation:

- The consequences for online bullying or inappropriate communication will follow the steps outlined in our anti-bullying policy, adjusted to the digital context.
- Any player found engaging in online bullying or sharing inappropriate content will face appropriate consequences, ranging from warnings to removal from the team.

Educational Approach:

- We are committed to educating our players about the responsible and respectful use of online communication platforms.

Adhering to this online bullying and communication policy aims to create a safe and inclusive digital space where players can interact positively, learn from each other, and continue building strong team bonds.

By adhering to these guidelines, we can collectively make a difference in preventing bullying within our organization.

La Costa Canyon Pop Warner Board of Directors
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