

Confederation Park Little League Anti-Bullying Policy

Confederation Park Little League takes bullying and harassment very seriously. Bullying in any form will not be tolerated at any level within our organization whether by players, coaches, managers, parents, volunteers, or members of Board of Directors.

Bullying may lead to anxiety and low self-esteem in youth who are targeted, but it also causes others to feel unsafe. Youth of all ages in our organization deserve the right to feel safe and supported by all Confederation Park Board Members, managers, coaches, players, umpires, volunteers, and parents. Creating an atmosphere where our youth can flourish is everyone's responsibility.

Bullying is behavior by one person or a group of people with the intent to ridicule, harass, humiliate, or intimidate another person during league games, practices, events and/or at league fields. Anyone who engages in harassment, in any form (verbal, physical, cyber, etc.), or commits violence or acts of intimidation shall be prohibited from participating in Little League activities.

This applies to player-to-player, adult-to-player, player-to-adult, and adult-to-adult interactions. We strive to have a safe and encouraging environment at all Little League activities.

Bullying can take several forms but the most common are:

1. **Physical Bullying:** Hitting, pushing, shoving, punching, strangling, hair-pulling, stealing, excessive tickling, or any other deliberate and inappropriate touching.
2. **Verbal Bullying:** Hurtful, deliberate name-calling, banter, taunting, intimidating, threatening, gossiping, and teasing.
3. **Emotional Bullying:** Rejection, terrorizing, extorting, humiliating, blackmailing, or bullying based on personal characteristics, such as race, disability, ethnicity, or perceived sexual orientation, manipulating friendships, isolating, and peer pressure.
4. **Social/Cyber Bullying:** Deliberately excluding, alienating, ignoring, spreading rumors, impersonation, inappropriate photographs, video shaming, and hacking social media accounts.
5. **Harassment:** Harassment includes bullying and all the actions listed above, as well as subjecting someone to unwanted sexual advances, involving physical contact or explicit written or verbal language.
6. **Hazing:** An initiation, ritual process involving different types of harassments that intentionally humiliates the individual or a group.

Consequences of bullying can be as follows:

If an individual feels they are being bullied, the player, parent or guardian should report this to the player's Coach or Team Manager (if appropriate), or directly to the Player Agent/Registrar. The Team Manager will immediately inform their Player Agent/Registrar who will make notification to the Board of Directors where a review of the situation will take place by the Disciplinary Committee. This committee is comprised of the Executive Officers of the Board.

Specific outcomes can include (but are not limited to):

1. Verbal Warning
2. Suspensions
3. Expulsion from Confederation Park Little League
4. Involvement of local law enforcement

Little League International Zero Tolerance Policy

CPLL abides by the Little League International Child Protection Policy

Little League has **zero tolerance** for any type of abuse against a minor, including, but not limited to, sexual abuse, physical abuse, mental, and emotional abuse (as well as any type of bullying, hazing, or harassment).

Any individual with an offense involving or against a minor (refer to Volunteer Application), will not be permitted to participate in any Little League programs or activities.

Local Little League programs who fail to enforce this zero-tolerance policy will face potential revocation or termination of their little league charter.

<https://www.littleleague.org/playing-rules/position-policy-statements/little-league-child-protection-policy/>

