

Anti Bullying Policy

NLSA is committed to providing players with a fun, positive, and secure environment in which to learn and enjoy the beautiful game. We do not tolerate bullying at any practice, game, or other NLSA-sanctioned events. We will promote a TELLING atmosphere. This means that anyone who knows that bullying is taking place is expected to report the incident. Players and parents should be assured that they will be supported when bullying is reported.

Definition of Bullying

Bullying is defined as conduct, gestures, or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading, or otherwise offensive to a player, group of players, and/or teammates, and which create a hostile or intimidating environment, or which negatively affects a player's physical and/or emotional well-being. Bullying is any written, verbal or physical act, or any electronic communication, whether it is a single incident or a series of incidents that results in intentional pain and distress to the victim.

Signs and Symptoms

A child may indicate he or she is being bullied through various signs and symptoms. While some children are prone to report bullying to their parents, coaches, or adults, others will not, due to fear, intimidation, or other factors. Coaches and parents should be aware of possible signs indicating that bullying may be taking place. These signs and behaviors could indicate other problems, but bullying should be considered a possibility and should be investigated.

For a list of potential signs of bullying please consult [this list](#).

Procedures for Parents, Coaches, and the Executive Director

1. Parents should report bullying incidents to the team coach or manager. If the problem persists, reach out to NLSA's Director of Coaching or the Executive Director of Soccer Operations. If necessary and appropriate, police may be consulted.
2. In all cases of reported bullying, the parents of the player who was bullied shall be informed immediately and may be asked to meet with the respective team coach and/or coaching director to discuss the incident. In all cases, strict confidentiality shall be maintained. It is not our goal to make a public example of reported incidents.
3. The negative behavior must be investigated and the bullying stopped immediately. The parents of any player who is reported to be bullying will be contacted immediately by the respective team coach, coaching director, or NLSA's Executive Director of Soccer Operations and asked to meet to discuss the incident to help the bully or bullies change their behavior.

Consequences of Bullying

1. In a first-offense situation involving bullying, an attempt will be made to encourage the bully (or bullies) to modify their behavior for their benefit, for the benefit of the person bullied, and for the team. An attempt will be made by the coach, manager, or parent(s) to

reconcile the situation between players (age and level of maturity and or severity of offense must be considered).

2. If the bullying persists, disciplinary action against a player may be taken by the team coach and/or NLSA's Executive Director of Soccer Operations which may include, but is not limited to, immediate suspension from participation in practices or game(s) for a period of time.
3. After the incident/incidents have been investigated and addressed, the situation will continue to be monitored by the respective team coach, team manager, and players' parents to ensure the problem is resolved.