

## **POLICY AGAINST HARASSMENT, SEXUAL MISCONDUCT, INTIMIDATION, AND BULLYING**

Safety and wellbeing of our players is our priority. This policy against Harassment, Sexual Misconduct, Intimidation and Bullying not only holds all players accountable for their own actions but also provides an avenue to safely report incidents.

WE SURF SC prohibits and will not tolerate acts of harassment, sexual misconduct, intimidation and bullying (including cyber-bullying).

“Harassment, intimidation or bullying” means any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents that:

1. Is reasonably perceived as being motivated by either any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability; or
2. By any other distinguishing characteristic; and that
3. Takes place in relation to any program function or team; and that
4. A reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming a player or damaging the player’s property, or placing a player in reasonable fear of physical or emotional harm to his/her person or damage to his/her property; or
5. Has the effect of insulting or demeaning any player or group of players; or
6. Creates a hostile environment for the player by interfering with a player’s participation or by severely or pervasively causing physical or emotional harm to the player.

Notification of any alleged harassment, intimidation or bullying shall be made to the affiliated Coach or any member of the Executive Staff. The procedure for remediation will be as follows:

1. If the Coach of the alleged victim is notified, the Coach is obligated to report the allegation to the Executive Staff

2. Executive Staff will gather all pertinent information in a fair, respectful and confidential manner.
3. Executive Staff will evaluate and determine the course of action – this could result in penalties, up to and including expulsion, or suspension from the program depending upon the infraction.

Notification of any sexual misconduct shall be made to the affiliated Coach or any member of the Executive Staff. The procedure for remediation will be as follows:

1. If the Coach of the alleged victim is notified, the Coach is obligated to report the allegation to the Executive Staff
2. Executive Staff will gather all pertinent information in a fair, respectful and confidential manner.
3. Executive Staff will report the incident(s) within 24 hours to Safe Sport. Safe Sport will be provided names of the accusers so investigation can be completed. Executive Staff will also contact the local police department of where the incident took place and gather protocol for reporting procedures to provide to the victims families.
4. Executive Staff will also notify and request a in person meeting with the parents of the alleged perpetrator of sexual misconduct and remove the accused player(s) from team activities until Safe Sport completes their review.
5. Based on Safe Sport findings and determinations Executive Staff will determine the next course of action – this could result in return to all team activities, penalties, up to and including expulsion, or suspension from the program.

I have read, understand and agree with the POLICY AGAINST HARASSMENT, SEXUAL MISCONDUCT, INTIMIDATION, AND BULLYING.

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Player Signature

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Date

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Parent Signature

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Date