[Wildcat Youth Football Club ]

# Policy against Harassment, Intimidation, and Bullying

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**We ask that all families review this WYFC Policy against harassment, intimidation and bullying with their children. Together we can ensure that all of our children and WYFC participants have a better understanding of the issue and can help make all WYFC events enjoyable for everyone.**

This policy applies to all involved with our organization.

The Wildcat Youth Football Club prohibits and will not tolerate acts of harassment, intimidation and bullying (including cyber-bullying.) “Harassment, intimidation or bullying” means any gesture, written, verbal or physical act, or any electronic communication, whether it is a single incident or a series of incident 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 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 team or squad Head coach. The Head coach will then report this violation to the Commissioner. (Failure to report the violation by the Head coach will result in an immediate suspension.) In the event the Commissioner or coach was involved in the alleged harassment, notification should be given the executive board immediately for review.

The Commissioner will then gather all pertinent information in a fair, respectful and confidential manner regarding the alleged harassment, intimidation or bullying and review with both the accuser and the accused.

The commissioner (or Appointed person) will then evaluate and offer an opinion to the WYFC executive board for a Vote- this could result in penalties, up to and including expulsion, or suspension form the program for the coach or the child involved depending upon the infraction.

Upon a vote form the WYFC executive board, the accused will be notified of the Board’s position and the appropriate action will be followed.