



Greater Vancouver United Sports Club

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Anti-Bullying Policy

Effective Date: December 20, 2025

Greater Vancouver United Sports Club has adhered to this Anti-Bullying Policy to help guide and protect the children that participate in our activities as players, referees, coaches or in any other capacity. Bullying can be defined as intentional hurtful and aggressive behaviour that makes others feel uncomfortable, scared or upset, and it is the responsibility of the club, our staff and volunteers to create a safe, free of bullying soccer environment.

**Resources below were provided by the Government of British Columbia*

IMPORTANCE OF AN ANTI-BULLYING POLICY

According to the data provided by the Provincial Government, 1 in 3 Canadian teens say they've been bullied recently and almost half of Canadian parents say their kid has been bullied at some point.

A person who shows bullying behaviour usually picks on another person's culture, disability, ethnicity, gender identity, looks, religion, or sexual orientation - children who identify as lesbian, gay, bisexual, trans-identified, two-spirited, queer or questioning (LGBTQ) are discriminated against three times more than heterosexual students.

The effects of bullying can be traumatic and long-lasting, affecting even adulthood by causing extended psychological harm.

DEFINING BULLYING

It's important to know the difference between bullying and single acts of aggression or conflict. Not all mean or rude behaviour or conflict is bullying. Understanding the difference helps when it comes to knowing how to intervene.

Bullying is a persistent pattern of unwelcome or aggressive behaviour that hurts others physically and/or emotionally. For a situation to be considered bullying, three indicators are usually present:

- **Power** – children who bully acquire their power through physical size and strength, by status within the peer group, and by recruiting support of the group.
- **Frequency** – bullying is not a random act. It is this factor that brings about the anticipatory terror in the mind of the child being bullied that can be so detrimental and have the most debilitating long-term effects.
- **Intent to harm** – children who bully generally do so with the intent to either physically or emotionally harm the other child.

A person who shows bullying behaviour says or does something intentionally hurtful to others and they keep doing it, with no sense of regret or remorse – even when it's obvious that they've hurt a person or when they're asked to stop.

TYPES OF BULLYING

- **Physical** – hitting, kicking, tripping, pinching, pushing, damaging property.
- **Verbal** – name-calling, insulting others, teasing, intimidating others, making homophobic or racist comments, verbal abuse.
- **Social and emotional (or relational)** – Doing things to harm someone else's reputation or make them feel embarrassed or humiliated by lying, spreading rumours, making mean gestures or jokes, excluding someone.
- **Cyber** – teasing or humiliating a person online using social media, cruel websites (e.g. posting photos of others on rating websites), video games, instant message or texting. Cyberbullying is constantly evolving and changing with new technology and it can reach a child even in the privacy of their own home.

SIGNS THAT A CHILD IS BEING BULLIED

Kids who are being bullied by others will often display a change in behaviour or emotions, like:

- Not wanting to go to school or participate in extra-curricular activities.
- Anxious, fearful or over-reactive.
- Having low self-esteem and making negative comments about themselves or a former friend
- Regular complaints of stomachaches, headaches, and other physical symptoms without any particular cause.
- Less interest in school or soccer.
- Injuries, bruising, damaged clothing, or broken items.
- Unhappy and irritable.
- Trouble sleeping, nightmares, bedwetting.
- Frequently crying.
- Threatens to hurt themselves or others.
- Significant changes in social life (i.e. no one is calling or inviting them out).

SIGNS THAT A CHILD IS ENGAGING IN BULLYING BEHAVIOUR

Kids who exhibit bullying behaviour may show signs that they are using power aggressively, such as:

- Little concern for the feelings of others.
- Aggressive with siblings, parents, teachers, friends and animals.
- Bossy and manipulative to get their own way.
- Coming home with unexplained objects or extra money.
- Secretive about possessions, activities or where they've been.
- Easily frustrated and quickly angered.
- Believe aggression is an acceptable way to resolve conflicts.
- Abuse others physically or verbally.
- Get into fights and blame others for starting them.
- Have a need to dominate others.
- Have two or three friends who are also aggressive.
- Hang out with increasingly younger children.

- Quick to interpret accidents or neutral events as deliberate hostile acts.

BULLYING REPORTING PROCEDURE

Greater Vancouver United Sports Club is committed to providing a safe, positive, and inclusive environment for all participants, including players, team officials, referees, volunteers, and spectators. Bullying in any form is unacceptable and will not be tolerated. This policy aims to prevent bullying, address incidents promptly and effectively, and promote a culture of inclusivity, respect, and sportsmanship.

The Greater Vancouver United Sports Club representative, Karamjit Kaily, will be the primary contact for reporting and handling all bullying-related concerns. Additional club members may be appointed on a case-by-case basis to assist with the addressing the concerns and/or investigation.

If bullying behaviour is taking place during any team related activity (i.e. practice, game, team event, etc.), it must be stopped immediately by using the following steps:

- **Intervene immediately.** Stop the behaviour and seek assistance from another adult if needed.
- **Separate the individuals involved.** Calmly separate the children involved to prevent further interaction.
- **Ensure Safety.** Address immediate needs by first providing any medical (i.e. first aid) or emotional/mental health support.
- **Stay calm.** De-escalate the situation and reassure those involved, including bystanders.
- **Model respectful behaviour.** When you intervene respond respectfully and professionally, setting a positive example.
- **Report the Incident.** Notify the club or designated club official as soon as possible.

Reporting Structure:

Bullying incidents may be reported by players, parents/guardians, coaches, officials, staff, volunteers, or witnesses. Reports may be made through one or more of the following methods:

- The player's coach and/or team official
- The designated Club Official, Karamjit Kaily at safesport@gvusc.ca
- To the Club at info@gvusc.ca

All reports of bullying and harassment will be taken seriously, investigated promptly and confidentially. GVUSC will ensure its reporting process is accessible and that all individuals feel safe and supported when reporting concerns.

All reported incidents and complaints will be formally documented. Records may include:

- Dates, times, and locations of the incident(s);
- Names of individuals involved and witnesses.
- A summary of the reported behaviour.
- Actions taken by the Club.

All documentation will be handled confidentially and shared only with those who require the information to address the matter appropriately.

There is no express time limit for initiating a complaint. However, GVUSC strongly encourages reports to be made as soon as reasonably possible so that the behaviour can be addressed promptly and accurately.

Where required by the seriousness of the situation, GVUSC may consult or escalate the matter to:

- BC Soccer; and/or
- Local authorities, including the police, where there is a risk of harm or where the behaviour may constitute a criminal offence.

As stated in Canada Soccer's Guide to Safety:

"There is no express time limit for initiating a complaint, but every effort should be made to quickly bring the complaint to the attention of the appropriate organizational leadership to stop the bullying behaviour as soon as possible and to make sure that memories are fresh, and behaviour can be accurately recalled."

BULLYING CONFLICT RESOLUTION

GVUSC is committed to resolving bullying incidents in a manner that prioritizes safety, education, accountability, and, where appropriate, reconciliation.

Upon receiving a report of bullying, the club or designated Club Official will notify all parents or guardians of all children involved in a timely manner. An investigation will commence, which may include reviewing information and evidence, interviewing all individuals involved and witnesses.

The designated Club Official will act as the primary point of contact for all communications related to the matter. The club's board of directors will be notified that an investigation is to take place and will be updated on the status and findings of the investigation.

Resolution and Disciplinary Process

If the investigation finds that bullying has occurred, appropriate resolution and disciplinary actions will be taken. Consequences may vary depending on the severity and frequency of bullying behavior, and may include:

- The club or club designate facilitate a mediated discussion between the individuals involved and their parents/guardians, where appropriate and safe to do so.
- Implement educational or corrective measures aimed at addressing behaviour and preventing recurrence.
- Disciplinary outcomes:
 - Verbal and/or written warning
 - Suspension from practices and/or games
 - Removal from the team
 - Removal from the club
 - Incidents determined to be egregious in nature will be referred to the local police authorities (Surrey Police/RCMP).

Minutes of meetings, decisions made, and actions taken will be documented throughout the process. This documentation serves to protect the Club and all parties involved while ensuring accountability and transparency.

GVUSC is committed to prevent bullying through educating players, team officials, and parents about the anti-bullying policy. Wherever possible and appropriate, GVUSC will prioritize reconciliation and rehabilitation, provided that doing so does not compromise the safety or well-being of any individual. GVUSC's goal is to promote learning, respect, and positive behaviour within the Club.

*All reports of bullying will be treated with confidentiality. Information will only be shared with those who need to know in order to investigate and address the situation.

*Retaliation against anyone who reports bullying will not be tolerated and will be subject to disciplinary action or removal from the team/club.

This policy will be reviewed annually and updated as required.

BC SOCCER ALIGNMENT

All Greater Vancouver United Sports Club policies must align with BC Soccer's Bylaws, Rules & Regulations, and applicable Policies and procedures.

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