



Anti-Bullying Policy for Northern United Football Club NUFC

1. Introduction

NUFC is committed to providing a safe, welcoming, and supportive environment for all participants, including players, coaches, volunteers, and parents. We believe that all individuals should be treated with respect and dignity, and bullying in any form is unacceptable. This policy outlines our approach to preventing and addressing bullying within our soccer programs.

2. Definition of Bullying

Bullying is any intentional behavior that is meant to harm, intimidate, or distress another person. It can be physical, verbal, or psychological, and can occur in person or online. Examples of bullying include, but are not limited to:

- Verbal abuse (e.g., name-calling, insults, teasing)
- Physical harm (e.g., hitting, pushing, or threatening)
- Social exclusion or spreading rumors
- Cyberbullying (e.g., online harassment or bullying through social media)
- Intimidation or manipulation

3. Our Commitment

NUFC is committed to:

- Promoting an environment where everyone feels safe and valued.
- Preventing bullying behavior through education, awareness, and clear expectations.
- Addressing bullying quickly and effectively when it occurs.
- Encouraging respect, teamwork, and positive behavior on and off the field.

4. Responsibilities

- **Players:** Treat all teammates, opponents, coaches, and officials with respect. Report any incidents of bullying to a coach, parent, or responsible adult.
- **Coaches and Staff:** Set a positive example by modeling respectful behavior. Ensure all players are treated fairly and equally. Act promptly and fairly in addressing any bullying incidents.
- **Parents/Guardians:** Reinforce the importance of respect and kindness with your child. Encourage them to speak up if they witness or experience bullying. Support the association's efforts to maintain a positive environment.



- **Volunteers and Officials:** Ensure that they maintain a bullying-free environment by observing and addressing any behavior that is inappropriate or harmful.

5. Reporting Bullying

Any participant who believes they are a victim of bullying or has witnessed bullying is encouraged to report the incident as soon as possible. Reports can be made to:

- A coach or staff member
- A parent or guardian
- A designated club official

All reports will be taken seriously and investigated promptly and confidentially. No participant will face retaliation for reporting bullying.

6. Responding to Bullying

Upon receiving a report of bullying, the following steps will be taken:

- The incident will be investigated by a designated risk management officer or committee.
- If bullying is confirmed, appropriate action will be taken to address the behavior and prevent further incidents. This may include mediation, education on appropriate behavior, or disciplinary action.
- Parents or guardians of both the victim and the person responsible for the bullying will be informed and involved in the resolution process.
- Disciplinary action may include warnings, suspension, or removal from the program, depending on the severity and frequency of the bullying.

7. Confidentiality

All reports of bullying will be handled with the utmost confidentiality to protect the privacy of the individuals involved. Only those directly involved in the resolution process will be informed of the details.

8. Conclusion

Bullying has no place in the NUFC community. We are committed to creating an environment where everyone can participate in soccer in a spirit of cooperation and mutual respect. We encourage all members of our association to work together to promote a culture of kindness and inclusion, both on and off the field.

This policy will be reviewed annually to ensure its continued relevance and effectiveness.