



HASBL Bullying Policy

The HASBL Board is committed to providing a safe and positive playing environment for all players, volunteers, coaches, and spectators within our organization. The HASBL Board recognizes that bullying creates an atmosphere of fear and intimidation and may lead to other serious issues. If bullying does occur, all league players and volunteers should be able to tell and know that incidents will be dealt with promptly and effectively until a resolution is determined. Anyone that knows that bullying is happening is expected to report the behavior to an HASBL board member or league representative.

Definitions

Bullying means an intentional electronic, written, verbal or physical act or series of acts directed at another player or players, which can occur in any league setting or activity, that is severe, persistent or pervasive with intention of hurting another person.

Bullying can be in any form including but not limited to the following:

- Emotional- being unfriendly, excluding on purpose, tormenting, verbally abusive towards another person or player.
- Physical- pushing, hitting, kicking, spitting, punching, or any other physical violence
- Racial- racial taunting, gestures
- Sexual- unwanted physical contact or sexually abusive comments
- Homophobic- negative comments focusing on the issue of sexuality
- Verbal- name-calling, spreading rumors, threatening another player or person
- Cyber- all areas of the internet, including cell phones and texting, social media

Authority

The HASBL Board prohibits all forms of bullying by league players, volunteers, coaches, and spectators.

The Board encourages any persons who believe they or others have been bullied to promptly report such incidents to a HASBL board member or league representative.

The HASBL Board directs that verbal and written complaints of bullying shall be handled within an appropriate timeframe, and appropriate action be taken when allegations are confirmed. HASBL has a **Zero Tolerance** for bullying and those that are found to be involved may be subject to suspension from league play.

Guidelines

Violation of League Bullying Policy

Consequences for violations may include, but are not limited to, the following:

1. Counseling by a league representative.
2. Parental conference.
3. Loss of HASBL league privileges.
4. Suspension from league play- case-by-case determination
5. Referral to law enforcement officials.