

CDYSL Anti Bullying:

Bullying is a violation of CDYSL's mission, goals and policies.

No player, referee, coach, spectator, or volunteer should be fearful of being bullied or harassed.

Bullying is defined as harassment, aggressive behavior or other overt action, whether verbal or physical, which is intended, or could reasonably be expected, to cause distress, harm, ridicule, humiliation and/or intimidation. Bullying can be face-to-face, or carried out by [phone](#), over the internet and other ways directed at another person through the "posting" of sensitive and/or private information. The actions of any one person or a group of individuals which threaten the health and safety of participants will be considered in direct violation of this policy.

There are at least three kinds of bullying which are considered by CDYSL, verbal, physical and social/relational. Any player, referee, coach spectator, or volunteer, who believes that he/she is being subjected to bullying behavior, may report the occurrence to CDYSL through the Zero Tolerance procedures. An investigation of the allegations will promptly conduct.

General Anti Bullying guidelines:

Players

- Every player will respect all players' right to an environment which is safe and secure.
- Respect every individual's feelings and capabilities.
- Recognize each player's importance as a teammate or opponent.
- Show appreciation of others by praise and recognition.
- Demonstrate leadership by treating all players with respect, regardless of differences in level of play and ability.
- The use of degrading, humiliating and/or profane language on and off the field, directed at another player or person is STRICTLY PROHIBITED.

Coaches & Parents

- Parents and Coaches must establish a system within their team or club to encourage and invite discussions about bullying.
- Any incident regarding bullying will be documented by the coach or team manager and addressed immediately. Any such behavior may also be reported to CDYSL Zero Tolerance Enforcement Committee and will be promptly investigated and addressed.
- Players being bullied must be supported and assisted to protect their right to play in a safe environment which allows their healthy social and athletic development.
- Parents and coaches must encourage other players to take an active role in stopping bullying behavior on their team.

The CDYSL Zero Tolerance Enforcement Committee (ZTEC) will review all reports of misconduct that have been issued. The ZTEC will determine if any further action is necessary. The ZTEC penalties could include but not limited to:

- Warnings issued to the club

- Financial penalties to the club
- Suspension of team personnel (coaches, assistant coaches or players) for one or more games
- Individuals prohibited from attending future games.

Penalties imposed by the ZTEC can be appealed through the process detailed in Section VI subsection B of the CDYSL Rules.