

OAKVILLE JAGUARS SOCCER ACADEMY
Anti-Bullying and Anti-Discrimination Policy

(Aligned with Canada Soccer Safe Sport and Equity, Diversity & Inclusion Framework)

1. Purpose

OAKVILLE JAGUARS SOCCER ACADEMY is committed to providing a safe, positive, and respectful environment where every individual—players, coaches, parents, officials, volunteers, and staff—feels valued, supported, and protected from bullying, harassment, and discrimination.

This policy establishes a zero-tolerance approach and outlines standards for behaviour, reporting, and accountability in alignment with Safe Sport and Equity, Diversity, and Inclusion principles.

2. Scope

This policy applies to all individuals associated with the Academy, including:

- Players and parents/guardians
- Coaches, technical staff, and team managers
- Administrative staff and volunteers
- Officials and referees
- Board members and contractors
- Spectators and visitors

It applies to all environments, including:

- Training sessions and games
- Locker rooms and facilities
- Team meetings and social events
- Travel and accommodations
- Digital communication (email, messaging apps, social media)

3. Definitions

Bullying

Bullying is repeated and intentional behaviour—verbal, physical, social, or digital—that causes harm, fear, humiliation, or exclusion.

Examples include:

- Verbal: insults, threats, name-calling
- Physical: hitting, pushing, damaging property
- Social: exclusion, spreading rumours
- Cyber: harassment via messages or social media
- Emotional/Psychological: manipulation, intimidation, or persistent belittling

Discrimination

Discrimination is unfair or unequal treatment based on personal characteristics.

Protected grounds include, but are not limited to:

race, ethnicity, colour, citizenship, ancestry, place of origin, disability, age, sex, gender identity, gender expression, sexual orientation, family status, and religion.

Discrimination may occur through actions, language, exclusion, or systemic barriers.

4. Policy Statement

The Academy maintains **zero tolerance** for bullying, harassment, or discrimination.

All individuals have the right to participate in an environment that:

- Is free from intimidation, fear, and humiliation
- Promotes dignity, respect, and inclusion
- Encourages open communication
- Supports emotional, physical, and psychological well-being

All members share responsibility for upholding these standards.

5. Reporting Bullying or Discrimination

All individuals are encouraged to report concerns—whether as a victim, witness, or concerned member—without fear of retaliation.

How to Report

1. Direct Report

- Speak to a Coach, Team Manager, or Safe Sport Officer
- If the concern involves them, report directly to the Club Director or designated independent contact

2. Email Report

- Submit a confidential report to the Academy's Safe Sport contact (to be designated by the club)

What to Include

- Description of the incident (what, when, where)
- Individuals involved
- Witnesses (if any)
- Supporting evidence (messages, screenshots, etc.)

All reports will be handled confidentially and promptly.

6. Complaint and Investigation Process

Step 1 – Acknowledgement

- Report is acknowledged within a reasonable timeframe
- Information on next steps and available support is provided

Step 2 – Preliminary Review

- Determine nature and urgency of the complaint
- Implement immediate safety measures if needed

Step 3 – Investigation

- Conducted by a neutral party (internal or external)
- Evidence and statements are reviewed fairly

Step 4 – Outcome

- Decision issued based on findings
- Both parties are informed appropriately

Step 5 – Follow-Up

- Implement corrective actions
- Provide support to affected individuals

7. Potential Consequences

Confirmed violations may result in:

- Verbal or written warnings
- Mandatory education or training
- Removal from activities
- Suspension or termination of membership or role
- Referral to governing bodies or law enforcement

All actions align with Safe Sport and disciplinary policies.

8. Support and Resources

The Academy is committed to supporting affected individuals through:

- Access to the Safe Sport Officer
- Referral to external support services (e.g., counselling resources)
- Guidance through the reporting process

All individuals will be treated with confidentiality, respect, and care.

9. Training and Education

- Coaches, staff, and volunteers must complete Safe Sport and Respect in Sport training
- Players and parents will receive education on respect, inclusion, and reporting
- Ongoing workshops and resources will reinforce awareness

10. Awareness and Accessibility

To ensure visibility and understanding:

- This policy will be available on official club platforms
- Key information will be displayed in facilities
- Policies will be shared at the start of each season
- Orientation will be provided to new members

11. Review and Continuous Improvement

This policy will be reviewed annually to reflect:

- Updates to Safe Sport standards
- Legal and regulatory changes
- Feedback from the club community

12. Contact Information

For questions or to report concerns, contact:

OAKVILLE JAGUARS SOCCER ACADEMY – Safe Sport Officer

(Contact details to be designated by the club)

13. Commitment Statement

OAKVILLE JAGUARS SOCCER ACADEMY is committed to fostering a culture of respect, inclusion, and safety.

Bullying and discrimination have no place in our environment. Together, we are responsible for ensuring every participant feels safe, valued, and empowered.