



Anti-Bullying Policy

Effective Date: December 22, 2025

Comox Valley United Soccer Club (CVUSC) has adopted this Anti-Bullying Policy to help guide and protect children and youth who participate in club activities as players, referees, coaches, volunteers, or in any other capacity. CVUSC is committed to providing a safe, respectful, and inclusive soccer environment that is free from bullying.

Bullying is intentional, hurtful, and aggressive behaviour that makes others feel uncomfortable, scared, or upset. Creating and maintaining a bullying-free environment is the shared responsibility of the club, its staff, volunteers, participants, and families.

**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

CVUSC is committed to responding promptly and appropriately to all reports of bullying.

- The Director of Soccer is the designated Club Official and primary point of contact for reporting bullying.
- Bullying concerns may be reported by players, parents/guardians, coaches, officials, or volunteers.
- Reports should be made as soon as reasonably possible to ensure timely intervention.
- All reported incidents will be documented and handled confidentially to the extent possible.
- If necessary, CVUSC may consult external authorities, including law enforcement.

There is no formal time limit for reporting bullying; however, timely reporting is strongly encouraged to support accurate assessment and resolution.

BULLYING CONFLICT RESOLUTION

CVUSC will address bullying situations with the safety and well-being of all individuals as the priority.

- Parents/guardians of all involved participants will be informed.
- The Director of Soccer will act as the primary point of contact.
- Where appropriate and safe, facilitated conversations may occur to support understanding and resolution.
- If reconciliation is not appropriate or successful, disciplinary action may be considered in accordance with club policies.
- Actions taken will be proportionate to the severity and nature of the incident.
- All steps, meetings, and outcomes will be documented.

CVUSC will always prioritize education, accountability, and reconciliation where possible, while ensuring a safe environment for all participants.

RESPONSIBILITY

All members, staff, volunteers, participants, parents, and spectators of CVUSC share responsibility for upholding this policy and contributing to a respectful, bullying-free soccer environment.

REVIEW

This policy will be reviewed annually to reflect the evolving needs of the club and the community it serves.

BC SOCCER ALIGNMENT

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

GUIDING/GOVERNING ORGANIZATIONS AND DOCUMENTS

[BC Soccer Bylaws, Rules, Regulations, and Policies](#)

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