

## **POSITION STATEMENT ON BULLYING**

Bullying is a form of harassment and is considered to be “personal harassment” as defined in the Skate Canada Membership Complaint Policy section 9. (c). Skate Canada’s complaint policies are contained in the Policies and Procedures section of the rule book available on the Members Only portion of the Skate Canada web site under Technical & Programs > Rules > 2013 Official Rule Book > Policies & Procedures > Bylaws.

### **STATEMENT OF INTENT**

Skate Canada strongly condemns bullying, will not tolerate bullying by any of its members and is committed to raising awareness of this issue and preventing and eliminating bullying behavior within Skate Canada. Skate Canada recognizes that bullying can have a serious adverse impact on personal dignity, self-esteem, confidence, personal safety, performance, enjoyment of skating and of life itself.

All Skate Canada members have the right to participate in a safe, supportive and caring environment free from harassment and they have the responsibility to contribute to the protection and maintenance of this environment.

### **WHAT IS BULLYING?**

Bullying is a form of personal harassment and includes physical or verbal abuse that occurs once or repeatedly and may involve an imbalance of power. Bullying is intended to hurt and humiliate the victim and may include:

- Insulting or derogatory remarks or gestures
- Rude or vulgar language or gestures
- Shouting, yelling, swearing, name-calling
- Persistent unwarranted criticism
- Public ridicule
- Verbal, written or physical threats and intimidation
- Hitting, kicking, pushing or other types of forceful physical contact

Bullying may occur in-person or through electronic means including e-mail, texting and social media.

### **WHAT TO DO IF YOU ARE BULLIED?**

If a member has experienced bullying behavior, or has witnessed another member being bullied, the member may submit a complaint to the Complaint Review Officer at the Skate Canada national office as per the process in the Skate Canada Membership Complaints, Hearing and Investigation Procedures Policy.

## **CLUBS AND SKATING SCHOOLS**

Skate Canada recommends that all of its member clubs and skating schools post this document on their club/school notice boards and/or web site and make it available for members upon request.

Every member club and skating school will inform its athletes, coaches, officials and volunteers of this document and will encourage victims of bullying, and the parents of victims of bullying, to bring forward these items as per the above mentioned process so that all necessary and reasonable steps to stop and prevent bullying behavior can be taken.