



## Strathroy Minor Lacrosse Association Harassment, Bullying and Abuse Contract

### Policy Statement

The Strathroy Minor Lacrosse Association (SMLA) is committed to fostering a safe, inclusive, and respectful environment for all participants. Harassment, bullying, and abuse will not be tolerated under any circumstances.

This policy applies to all SMLA volunteers, coaches, trainers, managers, parents/guardians, and players. By signing this contract, you agree to uphold and adhere to the principles outlined herein.

### Investigation and Consequences

Any allegations of harassment, bullying, or abuse will be taken seriously and investigated thoroughly. Investigations may be conducted by the affected team's Bench Staff and/or a designated committee of SMLA Board Members.

Consequences for confirmed incidents may include, but are not limited to:

- Verbal or written warnings.
- Temporary or permanent suspension of players.
- Release of players from the team.
- Issuance of Trespass Notices.
- Police involvement, depending on the severity of the incident.

All incidents will be documented and handled in accordance with SMLA policies and applicable regulations.

### Definitions

#### Harassment:

Conduct that is insulting, intimidating, humiliating, offensive, or physically harmful. This includes, but is not limited to:

- Unwelcome jokes, innuendos, or teasing about a person's appearance, body, attire, age, race, religion, sex, or sexual orientation.
- Condescending, patronizing, threatening, or punishing actions that undermine self-esteem or performance.
- Practical jokes that cause embarrassment, endanger safety, or negatively affect performance.
- Unwanted physical contact such as touching, patting, or pinching.
- Hazing or any form of initiation rites.
- Physical assault or abuse.
- Sexual offenses.
- Behaviors that create a hostile environment, even if not directed at specific individuals.

#### Bullying:

Intentionally hurtful behavior meant to insult, humiliate, degrade, or exclude someone. Bullying is often:

- Based on power imbalances.
- Intentionally harmful and repeated over time.
- Oppressive, isolating victims, and caused by behavioral challenges or external factors.

#### Examples of Hurtful Actions:

1. **Physical:** Hitting, kicking, grabbing, shoving, spitting, damaging property, or stealing.

2. **Verbal:** Name-calling, teasing, degrading comments, or threats, whether in person, via notes, phone calls, text messages, or online (e.g., social media).
3. **Relational:** Excluding others, spreading rumors, or making others look foolish, whether in person or through digital communication.

**Acknowledgment and Agreement**

By signing this contract, parents/guardians and players acknowledge their understanding of and commitment to these principles. Failure to comply with this policy may result in disciplinary actions as outlined above.

**Parent/Guardian Name:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Player Name:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_