



## San Clemente Little League Anti-Bullying Policy

The San Clemente Little League has adopted an anti-bullying policy due to the negative effects that bullying has on our youth. This policy overview is intended to guide all **Managers, Coaches, Players, Umpires, Volunteers, Parents, Guardians, and Spectators** in their behavior at SCLL games, practices, events, and fields. Bullying not only leads to anxiety and low self-esteem in youth who are targeted, but it also causes other youth to feel unsafe. Youth of all ages deserve the right to feel safe and supported by all SCLL Board Members, managers, coaches, players, umpires, volunteers, and parents.

By raising awareness throughout our league, SCLL participants can work together to ensure that our organization is a place that youth and parents feel welcomed and included.

**Bullying:** Bullying involves behavior by one person or a group of people with the intent to ridicule, harass, humiliate, or intimidate another person during league games, practices and events.

***Verbal bullying*** involves repetitious behavior and includes the use of words and gestures.

***Emotional bullying*** involves rejection, terrorizing, extorting, humiliating, rating/ranking personal characteristics such as race, disability, ethnicity, or perceived sexual orientation.

***Physical bullying*** can include a single incident of pushing, hitting, or kicking a person or interfering with their property.

Bullying which occurs outside of the SCLL setting may be addressed by little league officials only if such conduct markedly interrupts or severely impedes the purposes of the SCLL.

No amount of bullying is acceptable.

**Report Bullying:** If you are being bullied, or know of someone being bullied, you must tell a team manager, coach, player agent, commissioner, or the President of SCLL as soon as possible.

***All SCLL Managers are expected to discuss bullying and SCLL's anti-bullying policy with their players at the first team meeting.***

### **Consequences of Bullying:**

1. If a person involved in the league (including players, volunteers, parents, and spectators) has taken part in bullying behavior, a warning will be given to that individual. If a player is involved in the bullying, his/her team manager is expected to issue this warning to the player individually (presence of the player's parents is at the discretion of the manager).
2. If the bullying continues or there is a second incident, that player may be disciplined by the manager at the manager's discretion given the circumstances. Such discipline may include, but is not limited to suspension for a number of innings or an entire game, or exclusion from the fields. Managers must report this occurrence to the SCLL Commissioner immediately.
3. Any further incidents will be referred to the SCLL Board of Directors for further action based on the process outlined in the SCLL Constitution, specifically Article III, Section 3(b). Such disciplinary action may include additional warnings, discussions with parents and guardians, further suspensions or exclusions, ineligibility for playoff, tournament and/or All-Star involvement, up to permanent removal from the league and reporting to law enforcement.