



ANTI-BULLYING POLICY

OKD Soccer Club

Commitment to a Safe Environment

OKD Soccer Club (OKD) is committed to providing a safe, inclusive, and positive environment where players can learn, develop, and enjoy the game of soccer.

While friendly joking and light-hearted interactions can be part of team culture, any behavior intended to harm, intimidate, or distress another individual will be treated as bullying and will not be tolerated at any OKD practice, game, or sanctioned event.

All members of the club share responsibility in preventing and addressing bullying. Anyone who is aware of bullying is expected to report it. Players and parents can be confident that all reports will be taken seriously and handled with care and support.

Policy Objectives

This policy aims to ensure that:

- Bullying is clearly understood and not tolerated under any circumstances
 - Players, coaches, managers, and parents/guardians are aware of what constitutes bullying
 - All coaching staff consistently follow and enforce this policy
 - Players understand how to respond if bullying occurs or is suspected
 - Individuals who report bullying feel supported and protected
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Definition of Bullying

Bullying is any behavior—whether written, verbal, physical, or electronic—that is intended to harm, intimidate, or distress another individual.

This includes actions or comments that are:

- Insulting, humiliating, or degrading
- Threatening or intimidating
- Hurtful or malicious

Bullying may occur as a single incident or as repeated behavior and can negatively impact a player's physical and/or emotional well-being, creating a hostile or unsafe environment.

Recognizing Signs of Bullying

Not all children will openly report bullying. Coaches, parents, and club officials should remain attentive to warning signs, which may include changes in behavior, withdrawal, or distress.

While these signs may be linked to other issues, bullying should always be considered as a possibility and appropriately reviewed.

Reporting and Response Procedures

For Parents and Guardians

- Report concerns first to the team coach or manager
- If the issue is not resolved, escalate to an OKD Board Member or club staff
- In serious situations, external authorities (including police) may be contacted

Club Response

- Parents/guardians of the affected player will be informed promptly
- Meetings may be arranged with coaches and/or OKD leadership to address the issue
- All matters will be handled with strict confidentiality
- The focus will be on resolving the issue—not publicizing it

Addressing the Behavior

- All reported incidents will be investigated promptly
 - Bullying behavior must stop immediately
 - Parents of the player(s) involved in bullying will be contacted and may be required to attend a meeting with coaching staff and/or OKD representatives
 - In certain cases, involvement of the OKD Board may be required
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Consequences and Disciplinary Action

Initial Response

For a first offense:

- Efforts will be made to educate and guide the individual(s) toward positive behavior
- Coaches, managers, and parents may work together to resolve the situation appropriately
- Age, maturity, and severity of the incident will be considered

Escalation

If bullying continues or is severe:

- Disciplinary action may include suspension from practices and/or games
- The OKD Board may impose additional sanctions beyond team-level decisions

Serious Cases

- The club reserves the right to suspend or remove any player from participation in the program if they are found to be involved in bullying
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Ongoing Monitoring

Following any incident:

- Coaches, managers, and parents will continue to monitor the situation
 - Additional steps will be taken if necessary to prevent recurrence
 - The well-being of all players will remain the priority
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Final Statement

Bullying of any kind is unacceptable at OKD Soccer Club. By working together—players, parents, coaches, and leadership—we can ensure a respectful, supportive, and safe environment for everyone involved.