



Anti-Bullying & Zero Tolerance Policy

PAYS takes bullying or any harassment in any form very seriously. There will be zero tolerance for bullying or harassment at any level within our organization, whether done by players, coaches, managers, parents, spectators, or members of the Board of Directors.

According to stopbullying.gov, a website managed by the U.S. Department of Health and Human Services, when adults respond quickly and consistently to bullying behavior, they send the message that it is not acceptable.

In order to be considered bullying, the behavior must be aggressive and include:

- **An Imbalance of Power:** Those who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.
- **Repetition:** Bullying behaviors happen more than once or have the potential to happen more than once.

Bullying can take several forms, but the most common are:

- Verbal bullying including derogatory comments and name-calling
- Bullying through social exclusion or isolation
- Physical bullying such as hitting, kicking, shoving, and spitting
- Bullying through lies and false rumors
- Having money or other things taken or damaged by players who bully
- Being threatened or being forced to do things by players who bully
- Racial bullying
- Sexual bullying
- Cyber bullying (via cell phone or Internet)

If an individual feels they are being bullied, the player, parent or guardian should report this to the PAYS Board of Directors. This Board is composed of the Executive Officers of the Board, as well as the Sports Directors for the Soccer, Baseball/Softball, and Basketball programs.

Consequences of bullying can be as follows:

1. Verbal Warning
2. Suspensions
3. Expulsion from PAYS
4. Involvement of local law enforcement

To fill out an official bullying report, please print Page 2 of this document and send it to paysboard@gmail.com within 24 hours of a suspected incident. The PAYS Board will review any reported incident within 72 hours, but may need time to further investigate the reports. In order to maintain privacy, the outcome of an investigation may be redacted before being shared with any person(s) who submitted a report, or with any person(s) suspected of bullying.



PLYMPTON ATHLETIC YOUTH SPORTS BULLYING REPORT FORM

Please use this form to report suspected incidents of bullying for investigation by the PAYS Board.

Person completing the report: _____ Date: _____

Name of victim: _____ Relationship to victim: _____

Home address: _____

Mobile phone: _____ Work phone: _____

Date of alleged incident(s): _____

Name of person(s) you believe bullied you or another person: _____

Where and when did the incident(s) occur? _____

Describe the incident(s) in as much detail as possible, including the following information as relevant: what force was used; verbal statements made, physical contact made, or written interaction. Attach additional pages if needed.

List any witnesses that were present: _____

This complaint is filed based on my honest belief that the above incident(s) has occurred. I certify that the information I have provided in this complaint is true, correct and complete to the best of my knowledge and belief. I will respect the Board's decision at the conclusion of the investigation, and understand the necessity of an individual's privacy in this matter.

Signature: _____ Date: _____

Received by: _____ Date: _____

Please email completed report to paysboard@gmail.com