

# Needham Junior Football & Cheer

## Anti-Bullying Contract

Bullying is an unwanted, aggressive behavior that involves a real or perceived power imbalance between individuals with the intent to cause harm. In situations involving children, both those who are bullied and who bully others, many suffer serious, lasting problems.

**Verbal bullying** is saying or writing mean things. Examples include: Teasing, name calling, taunting, and threatening to cause harm.

**Social bullying**, sometimes referred to as relational bullying, involves hurting someone's reputation or relationships. Examples include: Leaving someone out of the activity on purpose, telling others not to be friends with someone, spreading rumors about someone, embarrassing someone in public, posting embarrassing pictures, videos, rumors sent by email, text or social media sites.

**Physical bullying** involves hurting a person's body or possessions. Examples include: hitting, kicking, pinching, spitting, tripping, pushing, taking or breaking someone's things, making mean or rude hand gestures.

### **Athletes, Parents, Coaches and Board members agree to the following:**

- I will NOT bully teammates, parents, coaches, board members, or game officials.
- I will be respectful and responsible when I use the internet and/or social media.
- I will stand up for myself, walk away, or ask a teammate, parent, coach, or board member for help if a teammate, parent, coach or board member bothers me.
- I will report bullying to a coach, a parent, or Needham Junior Football & Cheer board member when you see it.
- I will work together and treat others with respect so bullying does not happen.
- I will report any cyberbullying to your parents, coach, or Needham Junior Football & Cheer board member immediately.

### **Policy & Consequences:**

(Applies to athletes, parents, coaches, and board members)

The (Needham Junior Football & Cheer) board of directors will review all issues and make findings.

- Every attempt will be made to adequately investigate and fairly assess the severity of an alleged bullying incident. All parties involved will be kept informed and required to cooperate fully with Needham Junior Football & Cheer to remedy the situation.
- Disciplinary actions for those individuals found to have violated the Anti-Bullying Contract
  - a. First offense verbal and written warning (athletes, parents, coaches, and board members)
  - b. Second offense game and practice suspension for 1 week
  - c. Third offense at the discretion of Needham Junior Football & Cheer up to and including the individual being banned from participating in Needham Junior Football & Cheer

Athlete Signature \_\_\_\_\_ DATE \_\_\_\_\_

Parent Signature \_\_\_\_\_ DATE \_\_\_\_\_

Coach Signature \_\_\_\_\_ DATE \_\_\_\_\_