



Cape Coral Junior Football Association

Bullying and Cyber-bullying and Harassment Prevention Policy:

Cape Coral Junior Football Association (CCJFA) expects that all members of the organization will treat each other in a civil manner and with respect and appreciation for differences. CCJFA is committed to providing all players, coaches, and staff with a safe environment that is free from bullying, cyber-bullying, and harassment. This commitment is an integral part of our comprehensive efforts to promote learning football, cheerleading, teamwork and good sportsmanship, and to prevent and eliminate all forms of bullying and other harmful and disruptive behavior that can impede the teaching process.

We have established this policy for preventing, intervening and responding to incidents of bullying, cyber-bullying and harassment. The CCJFA Board of Directors will be responsible for the oversight of this policy.

I. Definition of Bullying

“Bullying” means written, verbal or physical conduct that adversely affects the ability of one or more member to participate in or benefit from the organizations programs or activities by placing the member (or members) in reasonable fear of physical harm. This includes conduct that is based on a members actual or perceived race, color, national origin, sex, disability, sexual orientation, gender identity or expression, religion or any other distinguishing characteristics.

II. Definition of Harassment

Harassment means written, verbal or physical conduct that adversely affects the ability of one or more members to participate in or benefit from organizations activities because the conduct is so severe, persistent or pervasive. This includes conduct that is based on an member’s actual or perceived race, color, national origin, sex, disability, sexual orientation, gender identity or expression, religion or any other distinguishing characteristics.

III. Scope

This policy covers conduct that takes place at CCJFA practices, at games (both home and away, at any competitions, and at field sponsored functions and activities. This policy also pertains to usage of electronic technology and electronic communication **that occurs at CCJFA practices, at games (both home and away, at any competitions, and at field sponsored functions and activities.** This policy applies to the entire organization’s community, including parents, board members, coaches, athletes, volunteers, and spectators.

IV. Reporting Bullying and Harassment

All allegations of bullying or harassment shall be reported to the president or a designated staff member. All allegations must be submitted in writing and the person reporting the allegation is responsible to provide all



evidence at the time of filing. Prior to notification of any parent or guardian regarding any incident of bullying, harassment or cyber-bullying, CCJFA must consider the health, well-being, and safety of any athlete involved in the incident. Whoever is designated to accept complaints will also be responsible for investigating the allegation in a timely manner and determining appropriate disciplinary action. The president or designated staff member will be held accountable for doing everything possible, within reason, to resolve the situation.

V. Anonymous Reports

Reports may be filed anonymously. However, disciplinary action cannot be taken solely based on an anonymous report. Anonymous reports will be investigated with the same procedure, timeliness and vigor as other reports and disciplinary action can occur based on the results of the investigation.

VI. False Reports

Any members who are found to have purposely files false reports of bullying or harassment will be subject to disciplinary action.

VII. Responsibility of General Members

Any member who observes an act of bullying or harassment should report the bullying or harassment to the president or the designated staff member.

VIII. Responsibility of Staff

All staff members will take reasonable measures to prevent bullying and harassment and are obligated to report any such acts that come to their attention.

IX. Retaliation

Retaliation or threats of retaliation meant to intimidate the victim of bullying or harassment or toward those investigating the incident will not be tolerated.

X. Investigation of Bullying and Harassment

Once reported, any allegation of bullying or harassment will be promptly investigated by the president or a designated staff member. Proper disciplinary action will be taken immediately following the conclusion of the investigation.

XI. Discipline and Remediation

Disciplinary actions for bullying and harassment may include but are not limited to: warnings; counseling; suspension for a specific time period, and or removal from the program. The specific consequences should be consistent, reasonable, fair, and match the severity of the incident.