



Mill Creek Little League Anti-Bullying/Harassment Policy

Mill Creek Little League has adopted an anti-bullying/harassment policy due to the negative effects that bullying has on our youth. Bullying not only leads to anxiety and low self esteem in our youth, it may also cause other youth to feel unsafe. This policy is intended to cover bullying of all members of the Mill Creek Little League Organization (Coaches, Board Members, Umpires, Volunteers, etc). This policy overview is intended to guide all **Managers, Coaches, Players, Volunteers, Parents, Guardians** and **Spectators** in their behavior at all Mill Creek Little League games, events and fields.

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, events and/or at league fields.

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

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 little league setting may be addressed by little league officials **only** if such conduct markedly interrupts or severely impedes the purposes of the Mill Creek Little League. Please do let the league know of any such instances so a responsible party can be alert to any possible problems that may happen on the field.

Reporting Bullying: If you are being bullied, or know of someone being bullied, you must tell a team manager, coach or the President of the Little League as soon as possible. You will need to complete the attached form. Reports may be given anonymously; however, no corrective action will be taken against an alleged violator without a written and signed report signed by the complainant.

Consequences of Bullying: If a person involved in the league (including managers, coaches, players, volunteers, guardians and spectators) has taken part in bullying behavior, a warning will be given to that individual during a meeting with their parents. This meeting will include the Team Manager, A current Board Member, and the offending person. If the alleged bully is a player, the player's parent will need to also attend the meeting. Should the offending person or player (and their parents or a designated guardian) refuse to attend the initial warning meeting, the person/player will be automatically suspended from playing or attending (1) game. If the offense is deemed strong enough the President may recommend to the Board of Directors for an immediate suspension or removal from the league.

Continued Behavior:

If, after the warning meeting, the behavior continues, that person may be suspended or excluded from the fields for at a minimum of no less than one (1) full game. Any further incidents will be referred to the Board of Directors for further action, which can include further 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 local law enforcement.