

# OV Toros FC



## Anti- Bullying Policy

OV Toros FC is committed to providing players a fun, positive, and secure environment in which to learn and enjoy the game of soccer. We do not tolerate bullying at any practice, game or other OV Toros FC sanctioned event. We will promote a TELLING atmosphere. This means that anyone who knows that bullying is taking place is expected to report the incident. Players and parents should be assured that they will be supported when bullying is reported.

Intentional, persistent and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the targeted athlete(s), as a condition of membership are prohibited. Bullying does not include group or team behaviors that (a) are meant to establish normative team behaviors, or (b) promote team cohesion.

Coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (a) joining a group or (b) being socially accepted by a group's members are prohibited. Hazing does not include group or team activities that (a) are meant to establish normative team behaviors or (b) promote team cohesion.

All Covered Personnel are responsible to help ensure that we avoid misconduct. OV Toros FC cannot act to eliminate misconduct unless it has notice of the conduct. Covered Personnel are thus charged with reporting any concerns regarding compliance with its Athlete and Participant Anti-Bullying Policy. For the avoidance of doubt, in some instances, Covered Personnel will be required to report to law enforcement.

Furthermore, OV Toros FC employees are responsible to help assure that the work environment, on or off-premises, is free from harassment. All employees have an obligation to promptly report any and all allegedly harassing conduct they are subject to, that they learn of, or that they witness. OV Toros FC policy provides for immediate notice of problems to the persons designated in this Policy so that we may address and resolve any problems as quickly as possible.

An employee must report the harassing conduct to either:

- The person to whom you report (supervisor or manager);
- The Club President;
- The Directors of Coaching;
- The General Manager

If the employee feels uncomfortable going to his or her supervisor with the complaint, he/she must report the matter to any other member of management as designated above.

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This Policy does not require reporting the misconduct to any individual who is creating the harassment or discrimination. All Covered Personnel have an obligation to cooperate in any investigation of a complaint of misconduct, including providing any and all information concerning the complaint. Failure to do so may be a violation of this Policy.

OV Toros FC Prohibited Conduct offers its employees greater protection from harassment than does the law. Consequently, Covered Personnel who are found to have violated OV Toros FC Prohibited Conduct shall be subject to corrective action, discipline or termination, even in cases where applicable laws may not have been violated and without regard to whether the conduct constitutes a violation of the law. An employee wishing to file a complaint outside of OV Toros FC may also contact the California Department of Fair Employment and Housing.

If for any reason you feel you are a victim of bullying or suspect or believe that an incident of bullying has been committed, please report it by sending an email to [safeguarding@ovtorosfc.com](mailto:safeguarding@ovtorosfc.com).