



## **BULLYING POLICY**

**7/2021**

Ashland DEVO is committed to providing all riders and coaches with a safe and fun experience where all are treated with dignity and respect. Ashland DEVO has in place policies, procedures, and practices that are designed to reduce and eliminate bullying and harassment as well as processes and procedures to deal with incidents of bullying and harassment. Bullying and harassment of any kind will not be tolerated.

Bullying may include, but is not limited to, the following behaviors and circumstances:

**Verbal bullying:** Slandering, ridiculing or maligning a person or his or her family; name-calling, verbally insulting or humiliating, offensive remarks, spreading rumors, constant criticism, shouting at a fellow rider

**Physical bullying:** Pushing, shoving, kicking, poking, tripping, assault or threat of physical assault, damage to a person's personal area or property.

**Gesture bullying:** Nonverbal gestures that can convey threatening messages, obscenities, intimidating gestures

**Exclusion:** Socially or physically excluding or disregarding a person in cycling-related activities; Ignoring, interrupting; persistent singling out of one person.

Such behavior violates Ashland Devo's Code of Ethics, which states that all riders and coaches will be treated with dignity and respect.

Individuals who feel they have experienced bullying should report this to their coaches, parent(s) or the Executive Director.

All employees are strongly encouraged to report any bullying they experience or witness as soon as possible to allow Ashland DEVO the ability to take appropriate action.

### **Staff Responsibilities**

1. Ensure riders safety and stop bullying immediately. If needed please remove the aggressor from practice. In this situation it is ok to call parents to come pick up the rider from practice.

2. Notify the executive director after practice.
3. Executive director will notify the board of directors to investigate incident promptly and discuss the appropriate action
4. Family will be notified of corrective actions.

Corrective actions are dependent on the seriousness and aggressiveness of the nature of the event. Examples include:

1. verbal warning
2. written apology
3. Loss of bike practice
4. Volunteer with another program
5. Expulsion from the program