



Mullica Recreation ANTI-BULLYING/HARASSMENT POLICY

Harassment and bullying of athletes and board members, coaches, or volunteers is against federal, state and local policy, and are not tolerated by the Mullica Executive Board. The board is committed to providing all participants with a safe and civil environment in which all members of the Mullica community are treated with dignity and respect. To that end, the board 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 athletes by athletes, coaches, volunteers, and spectators who have direct contact with athletes will not be tolerated during Mullica sponsored events.

The Executive board prohibits harassment, bullying, hazing, or any other victimization, of athletes, based on any of the following actual or perceived traits or characteristics: age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, socioeconomic status, or familial status. Harassment against board members, coaches, or volunteers based upon race, color, creed, sex, sexual orientation, gender identity, national origin, religion, age or disability is also prohibited.

This policy is in effect while athletes, board members, coaches, or volunteers are on property within the jurisdiction of the board; while attending or engaged in Mullica sponsored activities. This policy also includes any Cyber bullying; this bullying takes place on or off jurisdiction using electronic technology includes devices, and equipment such as cell phones, computers, and tablets as well as communication tools including social media sites, text messages, chat, and websites.

If, after an investigation, an athlete is found to be in violation of this policy, the athlete shall be disciplined by appropriate measures up to, and including, suspension and expulsion. If after an investigation a board member, coach, or volunteer is found to be in violation of this policy, the board member, coach, or volunteer shall be disciplined by appropriate measures up to, and including, exclusion from Mullica functions. "Volunteer" means an individual who has regular, significant contact with students.

Harassment and bullying mean any electronic, written, verbal, or physical act of conduct toward an athlete which is based on any actual or perceived trait or characteristic of the athlete and which creates an objectively hostile environment that meets one or more of the following conditions: Places the

athlete in reasonable fear of harm to the athlete's person or property; Has a substantially detrimental effect on the athlete's physical or mental health; Has the effect of substantially interfering with the athlete's academic performance; or Has the effect of substantially interfering with the student's ability to participate in or benefit from the services, activities, or privileges provided by a Mullica.

"Electronic" means any communication involving the transmission of information by wire, radio, optical cable, electromagnetic, or other similar means. "Electronic" includes but is not limited to communication via electronic mail, internet-based communications, pager service, cell phones, electronic text messaging, or similar technologies.

Harassment and bullying may include, but are not limited to, the following behaviors and circumstances: Verbal, nonverbal, physical or written harassment, bullying, hazing, or other victimization that have the purpose or effect of causing injury, discomfort, fear, or suffering to the victim; Repeated remarks of a demeaning nature that have the purpose or effect of causing injury, discomfort, fear, or suffering to the victim. Implied or explicit threats concerning one's grades, achievements, property, etc. that have the purpose or effect of causing injury, discomfort, fear, or suffering to the victim; Demeaning jokes, stories, or activities directed at the athlete that have the purpose or effect of causing injury, discomfort, fear, or suffering to the victim; and/or Unreasonable interference with an athlete's performance or creation of an intimidating, offensive, or hostile learning environment.

Sexual harassment means unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when: Submission to the conduct is made either implicitly or explicitly a term condition of the athlete's education or benefits.

In situations between athletes and board member, coach, or volunteer who have direct contact with athletes, bullying and harassment may also include the following behaviors: Requiring that an athlete submit to bullying or harassment by another athlete, either explicitly or implicitly, as a term or condition of the targeted athlete's participation in Mullica programs or activities; and/or Requiring submission to or rejection of such conduct as a basis for decisions affecting the athlete.

Any person who promptly, reasonably, and in good faith reports an incident of bullying or harassment under this policy to a Mullica executive board member, coach, or volunteer, shall be immune from civil or criminal liability relating to such report and to the person's participation in any administrative, judicial, or other proceeding relating to the report. Individuals who knowingly file a false complaint may be subject to appropriate disciplinary action.

Retaliation, against a person because the person has filed a bullying or harassment complaint or assisted or participated in a harassment investigation or proceeding, is prohibited. An individual who knowingly files a false harassment complaint and a person who gives false statements in an investigation shall be subject to discipline by appropriate measures, as shall a person who is found to have retaliated against another in violation of this policy. An athlete found to have retaliated in violation of this policy shall be subject to measures up to, and including, suspension and expulsion from Mullica events. A board

member, coach, or volunteer found to have retaliated in violation of this policy shall be subject to measures up to, and including, exclusion from Mullica events.

The Mullica executive board will promptly and reasonably investigate allegations of bullying or harassment. The (Mullica Executive board) or designee/s will be responsible for handling all complaints by athletes, board members, coaches, or volunteers alleging bullying or harassment.

The board will annually publish this policy. The policy may be publicized by the following means; The Mullica web site and a copy shall be made to any person at Mullica monthly meetings, prior notice for a physical copy of the policy is required.

ANTI-HARASSMENT/BULLYING INVESTIGATION PROCEDURES

Individuals who feel that they have been harassed should:

Communicate to the harasser that the individual expects the behavior to stop, if the individual is comfortable doing so. If the individual wants assistance communicating with the harasser, the individual should ask a coach. If the harassment does not stop, or the individual does not feel comfortable confronting the harasser, the individual should: - tell a coach, board member, or volunteer; and - write down exactly what happened using the Anti-Harassment/Bullying form, keep a copy and give another copy to the coach, board member, or volunteer including:

■ What happened ■ When and where it happened ■ Who was involved ■ Exactly what was said or what the harasser did ■ Witnesses to the harassment ■ What the student said or did, either at the time or later ■ How the student felt ■ How the harasser responded

COMPLAINT PROCEDURE

An individual who believes that the individual has been harassed or bullied will notify the Mullica Executive Board. The executive board may request that the individual complete the Harassment/Bullying Complaint form and turn over evidence of the harassment, including, but not limited to, letters, tapes, or pictures. The complainant shall be given a copy of the completed complaint form. Information received during the investigation is kept confidential to the extent possible.

The Mullica Executive Board is in the authority to initiate an investigation in the absence of a written complaint.

INVESTIGATION PROCEDURE

The Mullica Executive Board will reasonably and promptly commence the investigation upon receipt of the complaint. The Mullica Executive Board will interview the complainant and the alleged harasser. The

alleged harasser may file a written statement in response to the complaint. The Mullica Executive Board may also interview witnesses as deemed appropriate.

Upon completion of the investigation, the Mullica Executive Board will make written finding and conclusions as to each allegation of harassment and report the finding and conclusions to the Secretary (record keeping purposes only). The Mullica Executive Board will provide a copy of the findings of the investigation to the Secretary (record keeping purposes only).

RESOLUTION OF THE COMPLAINT

Following the conclusion of any investigation Mullica Executive Board will determine any appropriate additional steps which may include discipline.

POINTS TO REMEMBER IN THE INVESTIGATION

Evidence uncovered in the investigation is confidential. Complaints must be taken seriously and investigated. No retaliation will be taken against individuals involved in the investigation process. Retaliators will be disciplined up to and including suspension and expulsion.

CONFLICTS

If a Mullica Executive board member is a witness to the incident, they shall be left out of the investigative process.