



P.O. Box 235, Chepachet, RI 02814 401-626-GOBG



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## HARASSMENT AND NON-DISCRIMINATION POLICY

### Article I. Statement of Policy

#### Purpose

BGYSA prohibits discrimination, harassment, intimidation, or bullying, as defined by this policy, against players or Volunteers at any BGYSA event. BGYSA expects that all Volunteers and players will provide equal treatment and access to all BGYSA programs and services including team formation, Volunteer positions and financial aid/scholarship programs without regard to their disability, race, color, gender identity or expression, national origin, ethnicity, sexual orientation, age, religion, marital status, socioeconomic status, cultural background, familial status, or linguistic characteristics of a national origin group.

#### Definitions:

(a) “Discrimination” means any act that has the purpose or effect of unreasonably differentiating in treatment, based on race, color, gender, national origin, ethnicity, sexual orientation, age, religion, marital status, socioeconomic status, cultural background, familial status, or linguistic characteristics of a national origin group.

(b) “Harassment” means unwanted behavior of a nonverbal, verbal, written, graphic, sexual, or physical nature that is directed at an individual or group on the basis of race, color, gender, national origin, ethnicity, sexual orientation, age, religion, marital status, socioeconomic status, cultural background, familial status, or linguistic characteristics of a national origin group.

(c) “Intimidation or bullying” means any act that substantially interferes with a player’s ability to attend practices, play in games or otherwise participate in the sport of soccer within BGYSA’s programs. Registered Volunteers performing their jobs as part of BGYSA are also protected from intimidation or bullying behavior from players or parents.

Intimidation can include:

- (i) Physically harming a player or endangering a player’s property;
- (ii) Knowingly placing a player in reasonable fear of physical harm to the player or damage to the player’s property;
- (iii) Creating a hostile environment through action or word.



Since 1981, BGYSA has been providing the opportunity for area youth to enjoy the spirit of teamwork and camaraderie while learning the skills of recreational soccer. The player will often progress into more competitive teams and become prepared for middle and high school levels of play.

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(d) Volunteer for this policy, means any BGYSA Board, Staff Member, Coach, Parent, Player or Referee that provides services of any kind to the BGYSA organization and any of its endeavors.

## Article II. BGYSA's Responsibility

Volunteers will follow written policy to ensure that all members of BGYSA are not discriminated against, harassed, intimidated, or bullied based on disability, race, color, gender identity or expression, national origin, ethnicity, sexual orientation, age, religion, marital status, socioeconomic status, cultural background, familial status, physical characteristic, or linguistic characteristics of a national origin group, with regard to the following: Providing reasonable access to all BGYSA practices, games, registration events and end of season tournaments or celebrations;

### Responsibilities:

1. Prohibit players and parents from the use of terms that are derogatory against other players or parents or against BGYSA Volunteers through word or appropriate action;
2. Any BGYSA Volunteer who has knowledge of conduct in violation of this policy shall immediately report their concern to one or more of the following individuals:
  - a. Any member of the BGYSA Board of Directors
  - b. Coaching Director and/or Team Coach
  - c. Referee present at game
  - d. Grievance Committee

### Obligation to Report:

A player or their parent or guardian who believes that the player is the recipient of discrimination, harassment, intimidation, or bullying from another player, board member, or Volunteer is encouraged to report the incident to the staff member on duty at the time or to the player's coach or to a BGYSA board member in written form via the BGYSA Grievance Form. Information may be presented anonymously.

Coaches, referees or any other BGYSA Volunteer who observe players engaging in discriminatory, harassing, intimidating, or bullying behaviors are responsible for taking action to deal with the behavior AND for reporting the incident in writing to the BGYSA Board of Directors within 24 hours of observing the behaviors mentioned previously. Information relayed should be as specific as possible regarding the circumstances that precipitated the report, including the date, time, place of the incident, the names of the individuals involved (if possible), the names of any witnesses, any efforts to address the matter informally and the results of those efforts, and any relevant information as detailed in the Grievance Policy.





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Any person with knowledge of an incident having reasonable cause to believe that an illegal act has been committed by a participant or non-participant, or that the health, safety and welfare of participants is at risk is encouraged to report their concerns to law enforcement officials.

For information on the further handling of the investigation/review and resolution for issues concerning harassment and discrimination, please refer to the BGYSA Grievance Policy.

Adopted: March 13, 2014



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