



Barrie Cardinals Soccer Club De Futbol INC Policy on Physical and Emotional Safety

1. Purpose

To ensure a safe, inclusive, and respectful environment that fosters the physical and emotional well-being of all participants. This policy establishes zero tolerance for bullying, discrimination, racism, hateful remarks, or any behaviour that undermines the dignity and safety of others.

2. Scope

This policy applies to all members of the Barrie Cardinals Soccer Club De Futbol INC community, including:

- Players
- Coaches and staff
- Parents and guardians
- Volunteers and supporters

It covers all interactions during:

- On-field and off-field activities
- Online platforms and social media
- External environments such as schools or community settings

3. Core Principles

1. Respect for All:

- Every individual deserves to be treated with dignity, fairness, and kindness.



2. Zero Tolerance for Harmful Behaviours:

- The club does not tolerate bullying, harassment, discrimination, racism, or hateful speech in any form.

3. Holistic Safety:

- Physical and emotional safety are equally important to creating a supportive environment for development and success.

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4. Accountability Beyond the Field:

- Bullying or inappropriate conduct online or in school reflects on the club's values and is subject to disciplinary action if reported.

4. Definitions of Prohibited Behaviours

1. Bullying:

- Repeated, harmful behavior intended to intimidate, humiliate, or hurt another person, whether in person, online, or via other forms of communication.

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2. Discrimination:

- Unfair treatment or exclusion based on race, ethnicity, gender, ability, religion, or other personal attributes.

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3. Racism and Hate Speech:

- Any act or statement that demeans or dehumanizes an individual or group based on their identity.



4. Cyberbullying:

- Use of digital platforms to harass, embarrass, or harm others, including through messages, posts, or sharing of personal information.

5. Reporting and Response Protocols

1. Reporting:

- Incidents of harmful behaviour can be reported to the club's **Safe Environment Officer** or any trusted representative.
- Anonymous reporting mechanisms will also be made available.

2. Investigation:

- Reports will be investigated thoroughly, maintaining confidentiality and impartiality.

3. Response:

- Depending on the severity of the incident, actions may include:
 - Mediation or conflict resolution.
 - Written warnings or suspensions.
 - Permanent removal from the club for severe or repeated violations.

4. Support:

- The club will provide resources and support to victims, including counselling referrals if necessary.

6. Prevention and Education

1. Training:

- All players, coaches, and staff will receive training on recognizing and addressing bullying and discrimination.



2. Awareness Campaigns:

- Regular workshops and discussions will reinforce the club's values and commitment to safety and respect.
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3. Positive Role Modeling:

- Coaches and staff will lead by example, demonstrating respectful communication and inclusive behaviour.

7. Alignment with Cardinal Values and Standards

This policy aligns with the core pillars of the Barrie Cardinals Soccer Club, emphasizing inclusivity, respect, and integrity, and reflects the standards set by Canada Soccer and the Ontario Soccer Association.

8. Commitment Statement

The Barrie Cardinals Soccer Club De Futbol INC is dedicated to creating a culture where every individual feels safe, respected, and valued. Any action that compromises physical or emotional safety will be addressed promptly and decisively to uphold our values and community standards.