

Hunt Hollow Race Team (HHRT) Anti-Bullying Policy

Definition:

Bullying means the use by one or more members (athletes, parents, employees, and volunteers) of a written, verbal or electronic expression or a physical act or gesture or any combination thereof directed at a member that:

1. Causes physical or emotional harm to the member or damage to the member's property
2. Places the member in reasonable fear of harm to himself/herself or of damage to his/her property.
3. Creates an intimidating, threatening, hostile, or abusive environment for the member
 - a. Infringes on the rights of the member to participate in HHRT activities; or
 - b. Materially and substantially disrupts the enjoyment of the HHRT's process or the orderly operation of the HHRT.

Note: Bullying most often occurs as repeated behavior and often is not a single incident between the bullying/cyber-bullying offender(s) and the bullying victim(s).

Note: All interested parties (employees, members, parents, guests) need to know the process that will be followed when there is a bullying incident. And this process needs to be followed closely to avoid perceptions of favoritism, ambivalence, or inconsistency.

HHRT Leadership (President, Head Coach and Race Team Board) will conduct a prompt, thorough and impartial investigation of all reports of bullying using within three days after the report to ensure the safety of all individuals involved.

Any individuals who were bullied, individuals who bullied and bystanders will be separated and asked to provide information about the incident. The investigation will also include a review of any previous complaints involving either the individual(s) who was (were) bullied or the individual(s) who bullied. The investigation procedure will vary depending on the nature of the reported incidence. All information gathered during the investigation will be submitted to President of the Board and will remain confidential. The findings from the investigation will be used by HHRT's Leadership to determine the appropriate response procedure.

Any individuals who were bullied, as well as individuals who bullied, may be removed from the team for the three days while the investigation is conducted.

Consequences and appropriate remedial actions for anyone who commits one or more acts of bullying, or other acts of violent behavior may range from positive behavioral interventions up to and including suspension or expulsion from the HHRT. Remedial measures shall be designed to:

1. Correct the problem behavior
2. Prevent other occurrences of the behavior
3. Protect the complainant of the act.

Should the investigation conclude and validate the complainants, one of the following repercussions will occur:

1. 14 day suspension from the HHRT for the Member
2. Current season suspension
3. Complete revocation of the Member from the HHRT

The findings of the HHRT's investigation may include repercussions for the Complainant, if the Complainant is found to have also taken part in prior behaviors to instigate another Members response.

In the event the investigation concludes that the Complainant intentional filed a false complain will incur one of the following repercussions:

1. 14 day suspension from the HHRT for the Member
2. Current season suspension
3. Complete revocation of the Member from the HHRT

By acknowledging this agreement at the time of registration, the parents or guardians of the athlete, as well as the athlete agree to adhere to the Hunt Hollow Race Team Anti-Bullying Policy.