

Position Statement on Bullying

Skate Battlefords has a zero-tolerance for bullying. When a skater registers with Skate Battlefords they are agreeing to registration with Skate Canada as so; Skate Canada strongly condemns bullying, will not tolerate bullying by any of its members and is committed to raising awareness of this issue and preventing and eliminating bullying behavior within Skate Canada. Skate Canada recognizes that bullying can have a serious adverse impact on personal dignity, self-esteem, confidence, personal safety, performance, enjoyment of skating and of life itself. All Skate Canada members have the right to participate in a safe, supportive and caring environment free from harassment and they have the responsibility to contribute to the protection and maintenance of this environment.

What is Bullying?

Bullying is a form of personal harassment and includes physical or verbal abuse that occurs once or repeatedly and may involve an imbalance of power. Bullying is intended to hurt, make feel bad and/or humiliate the victim.

- Rude or vulgar language or gestures including facial gestures
- Shouting, yelling, swearing, name-calling
- Persistent unwarranted criticism
- Public ridicule
- Verbal, written or physical threats and intimidation
- Hitting, kicking, pushing or other types of forceful physical contact
- Retaliation, intimidation, or filing false claims
- Purposefully Damaging property

Bullying may occur in-person or through electronic means including e-mail, texting, pictures and social media.

What to do if you are Bullied?

Step 1: Document the Incidents

Keep a detailed, written record of every interaction. Include **dates, times, locations, names of witnesses, and copies** of any electronic messages, text threads, or social media posts.

Step 2: Choose the Correct Resolution Pathway

- **For Club-Level Issues (Athlete-to-Athlete or Parent):**
Submit a formal written complaint directly to your local skating club or

skating school's **Board of Directors**. They are required to investigate according to local dispute guidelines. If the local board fails to act or has a conflict of interest, escalate the issue to your regional **Skate Canada Section Office** Skate Saskatchewan.

- **For Severe Harassment or Coach/Official Misconduct:**

If the bullying involves an abuse of authority, maltreatment, or severe emotional/physical harm, bypass the local club. Submit a confidential report online through the independent Skate-Safe Portal. This process routes the report to an **external third-party case manager** to avoid internal organization

What can our club do?

The coaching staff and Board of Directors of the North battleford Skating Club are committed to providing a safe, enjoyable environment for all skaters, parents and volunteers. As such, we recognize that conflict is an inevitable part of running a skating club and we are open and willing to address concerns of coaches, skaters, parents and volunteers and attempt as much as possible to find solutions when they are presented in a respectful manner, If you feel that the bullying can be handle in club you may submit a complain to the Skate Battleford email or to any of its Board Members. The club will then follow the complaint and resolution policy to try to deal with the matter. If the club feels it is beyond our scope we will guide you to the Skate Saskatchewan or SafeSport option.

Complaints will not be received via in person communication or telephone.