



Bullying Is Not Just About Students

The affects of bullying moves across the board and into all our lives.

Over the years we have witnessed several occasion where inappropriate behavior by players, coaches, parents and fans have caused, not only a disruption in the operation of our league sports events, but how these traumatizing actions have affected the recipients of this harmful behavior.

In the past we've seen players quite playing inline hockey, coaches deciding not to continue their efforts to provide coaching services, and referees that have simply stated "I've had enough of the abuse" and quit.

In response to this current dilemma, many schools and athletic programs across the country, as well as Colorado, have adopted measures to combat the incidences of "bullying" in their communities. Several states have even proposed and passed legislative action to remedy the current epidemic of bullying, not only in the classroom, but in the athletic and sports arena.

Some may dismiss these actions as simply teasing, with the showing of disingenuous remorse, only to repeat the behavior at a later time. Although, all teasing is not bullying or discrimination there are a number of factors that help determining the difference:

- An intent to harm by the perpetrator
- Intensity and duration
- Abuse of power
- Vulnerability of the victim
- Isolation and lack of support for the victim
- Consequences and behavior change for the victim

Unfortunately, sometimes these differences escape the mindset of some individuals. On several occasions (over the years) we have experienced instances of discriminatory remarks toward female players, players of ethnic backgrounds, coaches, and referees. We've received (not many, but enough for concern) complaints of abusive, hurtful and defamatory comments directed at kids and adults alike during league events that would send chills through the spins of any reasonable person.

Although, we have specific league rules that govern these types of behavior, we have found that on a number of occasions they seem to go unnoticed. No-one can provide a totally positive environment 100% of the time. Human conflict and a certain level of aggression (or passion for a sports activity) are in fact normal.

However, the American Scholastic Inline Hockey Championship (Colorado High School Inline Hockey League) has found it necessary to adopt a strict policy, and with dramatic disciplinary consequences that we hope will reduce the occurrences of direct and personal abuse by players, coaches, fans and parents toward other league members during the course of the league's sports events and activities.

We now have to consider the direct affects that these types of behavior have on our children and our community. It is not pleasant when one is on the receiving end of these derogatory comments whether made directly face-to-face or via email. We hope that our league members will appreciate our efforts toward managing our goals for a positive athletic experience for our players and other league members. With your cooperation we look forward to bringing our community together for a more enjoyable and productive learning environment for all our members.

Thank you in advance toward your support.

[Click here to download ASIHC and League Anti Bullying Policy and Complaint Procedures](#)



American Scholastic Inline Hockey Championship

ASIHC and League Anti Bullying Policy

STUDENT ATHLETE Prohibition of Harassment, Intimidation, and Bullying

The American Scholastic Inline Hockey Championship (ASIHC) is committed to a safe and civil athletic and educational environment for all league student athletes, league coaches, league employees, fans and parents, free from harassment, intimidation or bullying. "Harassment, intimidation or bullying" means any intentional written, verbal, or physical act, when the intentional written, verbal, or physical act:

- Physically harms any league member or damages the league member's property; or
- Has the effect of substantially interfering with a member's athletic or job experience; or
- Is severe, persistent, or pervasive that it creates an intimidating or threatening athletic, or educational environment; or
- Has the effect of substantially disrupting the orderly operation of the league's processes.

Nothing in this policy requires the affected league member to possess a characteristic that is a perceived basis for the harassment, intimidation, or bullying, or other distinguishing characteristic.

Harassment, intimidation or bullying can take many forms including: slurs, rumors, jokes, innuendo's, demeaning comments, drawing cartoons, pranks, gestures, physical attacks, threats, or other written, oral or physical actions. "Intentional acts" refers to the individual's choice to engage in the act rather than the ultimate impact of the action(s).

This policy is not intended to prohibit expression of religious, philosophical, or political views, provided that the expression does not substantially disrupt the education or athletic experience environment. Many behaviors that do not rise to the level of harassment, intimidation, or bullying may still be prohibited by other league policies or participating facilities, classroom, or league program or game rules.

Referral to the Rules and Infractions Committee, corrective discipline, and/or referral to law enforcement will be used to change the behavior of the perpetrator and remediate the impact on the victim. This includes appropriate intervention(s), restoration of a positive climate, and support for victims and others impacted by the violation. False reports or retaliation for harassment, intimidation or bullying also constitutes violations of this policy.

The League Director(s) is authorized to direct the development and implementation of procedures addressing the elements of this policy, consistent with the complaint and investigation components of the league's Zero Tolerance Policies and procedure.

Cross References: League Rules; Zero Tolerance Policy, AAU/USARS Game Rules_Rule 38, 58, 62, and 63

Policy: Zero Tolerance Policy; Players, Coaches, Officials, and Parents/Spectators

Legal Reference: Proposed Senate House Bill 80 Legislation (House education Committee)

NOTE: In Colorado the proposed legislative definition of bullying is; "bullying" includes "any written or verbal expression, or physical act or gesture, or a pattern thereof, which is intended to cause distress upon one or more students in the school, on school grounds, in school vehicles, at a designated bus stop, or at school activities or sanctioned events."

Adopted: _____, 2008



American Scholastic Inline Hockey Championship

COMPLAINT PROCEDURES Prohibition of Harassment, Intimidation, and Bullying

Informal Complaint Process: Anyone may use informal procedures to report and resolve complaints of harassment, intimidation, or bullying. At the League level, programs may be established for receiving anonymous complaints. Such complaints must be appropriately investigated and handled consistent with (30 days) due process requirements. Informal reports may be made to any league administrative member or League Director and shall always inform complainants of their right to, and the process for, filing a formal complaint. League administrator staff shall also direct potential complaints to an appropriate league administrative staff member who can explain the informal and formal complaint process and what a complainant can expect. League staff shall also inform an appropriate league administrator or designated Rules and Infractions Committee member when they receive complaints of harassment, intimidation, or bullying, especially when the complaint is beyond their training to resolve or alleges serious misconduct.

Informal remedies include an opportunity for the complainant(s) to explain to the alleged perpetrator that the conduct is unwelcome, disruptive, or inappropriate either in writing or face-to-face; a statement from a League Director or designated league administrative member to the alleged perpetrator that the alleged conduct is not appropriate and could lead to discipline if proven or repeated; or a general public statement from an administrator of the Rules and Infractions committee reviewing the league harassment, intimidation and bullying policy without identifying the complainant, parent, guardian, or because the league believes the complaint needs to be more thoroughly investigated.

Formal Complaint Process: Anyone may initiate a formal complaint of harassment, intimidation or bullying, even if the informal complaint process is being utilized. Complainant(s) should not be promised confidentiality at the onset of an investigation. It cannot be predicted what will be discovered or what kind of hearing may result. Efforts should be made to increase the confidence and trust of the person making the complaint.

The league will fully implement the anti-retaliation provisions of this policy to protect complainant(s) and witness(es). Student athlete complainants and witnesses may have a parent or trusted adult with them, if requested, during any league initiated investigatory activities. The League Director(s) or designated Rules and Infractions Committee member (hereinafter referred to as the R&IC member) may conclude that the league needs to conduct an investigation based on information in their possession regardless of the complainant's interest in filing a formal complaint.

The following process shall be followed:

- A. All informal complaints shall be in writing. Formal complaints shall set forth the specific acts, conditions or circumstances alleged to have occurred that may constitute harassment, intimidation or bullying. The R&IC member may draft the complaint based on the report of the complainant, for the complainant to review and sign.
- B. Regardless of the complainant's interest in filing a formal complaint, the R&IC member may conclude that the league needs to draft a formal complaint based on the information in the R&IC member's possession.
- C. The R&IC member shall investigate all formal, written complaints of harassment, intimidation or bullying, and other information in the R&IC member's possession that the member believes requires further investigation.
- D. When the investigation is completed the R&IC member shall compile a full written report of the complaint and the result of the investigation. If the matter has not been resolved to the complainant's satisfaction, the League Director shall take further action on the report.

E. The League Director or designee, who is not the R&IC member, shall respond in writing to the complainant and the accused within thirty days, stating:

1. That the league intends to take corrective action; or
2. That the investigation is incomplete to date and will be continuing; or
3. That the league does not have adequate evidence to conclude that bullying, harassment or intimidation occurred.

F. Corrective measures deemed necessary will be instituted as quickly as possible, but in no event more than thirty days after the League Director's written response, unless the accused is appealing the imposition of discipline and the league is barred by due process considerations or a lawful order from imposing the discipline until the appeal process is concluded.

G. If a student remains aggrieved by the League Director's designee's response, the student may pursue the complaint as one of discrimination pursuant to the Zero Tolerance Policy, Equal Opportunity Policy or a complaint pursuant to Zero Tolerance Policy, complaint Players, Coaches, Officials, or Parents/Spectators.

Students will be provided with age-appropriate information on the recognition and prevention harassment, intimidation or bullying, and their rights and responsibilities under this and other league policies and league rule at coach pre-season meeting sessions and on other appropriate occasions, which may include parents.

Parents shall be provided with copies of this policy and procedure and appropriate materials on the recognition and prevention of harassment, intimidation and bullying.

Cross References: League Rules; Zero Tolerance Policy, AAU/USARS Game Rules_Rule 38, 58, 62, and 63

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