



Anti-Bullying Policy

Wave Volleyball Club is committed to providing a safe, positive environment for all players, coaches, and families.

This policy applies at all club activities: practices, tournaments, team travel, hotels, and all electronic communication between club members. It covers conduct by players, coaches, staff, and parents directed at players. Bullying of ANY kind is prohibited and will NOT be tolerated. One-time incidents may not be bullying, but will still be addressed if inappropriate. Any behavior that is repeated, unwanted, aggressive that involves a real or perceived power imbalance is considered bullying.

This includes:

- Physical: Hitting, pushing, blocking, stealing or damaging property.
- Verbal: Teasing, name-calling, threats, intimidation, taunting about size, skill, race, gender, or appearance.
- Social/Relational: Excluding from team activities, spreading rumors, public embarrassment, encouraging others to ignore or isolate a player.
- Cyberbullying: Harassing texts, posts, photos, or videos on social media, group chats, or gaming platforms related to the team.
- Hazing: Any humiliating or dangerous activity expected of a player to join or be accepted by the team.

Any player, parent, coach, or staff who witnesses or experiences bullying can report it by e-mailing director@wavevolleyball.net or tell any coach/staff member. Reports can be anonymous. The club prohibits retaliation against anyone who reports bullying in good faith. Retaliation is a separate violation. Club Director or designee will investigate within 72 hours of report.

If bullying is confirmed, consequences are applied based on severity and prior incidents:

- ***First offense/minor***: Verbal warning, written apology, parent meeting. Player may sit out one practice/game.
- ***Repeated/severe***: Suspension from 1+ tournaments, removal from team activities, loss of travel privileges.
- ***Extreme/physical/cyber***: Immediate suspension pending review. Possible dismissal from club with NO refund.
- ***Criminal behavior***: Law enforcement will be contacted.

All discipline is at Club Director's discretion. Wave Volleyball Club follows USAV and SafeSport disciplinary guidelines. By signing below, we understand this policy and agree to create a team culture free from bullying.

Player Name: _____ Date: _____

Parent/Guardian: _____ Date: _____