



Oakridge Optimist Baseball Association & London West Tincaps Baseball

Anti-Bullying Policy

Policy Overview

The Oakridge Optimist Baseball Association (OOBA) and London West Tincaps Baseball have adopted an anti-bullying policy due to the negative effects that bullying has on our youth. This policy overview is intended to guide all Board Members, Coaches, Players, Umpires, Volunteers, Parents, Guardians, and Spectators in their behavior at OOBA and Tincaps games, practices, events, and fields.

Bullying not only leads to anxiety and low self-esteem in youth who are targeted, but it also causes other youth to feel unsafe. Youth of all ages deserve the right to feel safe and supported by all OOBA and Tincaps' Board Members, managers, coaches, players, umpires, volunteers, and parents.

By raising awareness throughout our league, OOBA and Tincaps' participants can work together to ensure that our organizations are a place that youth and parents feel welcomed and included.

Definitions of Bullying

Bullying involves behavior by one person or a group of people with the intent to ridicule, harass, humiliate, or intimidate another person during league games, practices and events.

Verbal Bullying involves repetitious behavior and includes the use of words and gestures.

Emotional Bullying involves rejection, terrorizing, extorting, humiliating, rating/ranking personal characteristics such as race, disability, ethnicity, or perceived sexual orientation.

Physical Bullying can include a single incident of pushing, hitting, or kicking a person or interfering with their property.

Bullying which occurs outside of the OOBA and Tincaps' settings may be addressed by association officials only if such conduct markedly interrupts or severely impedes the purposes of the OOBA.

No amount of bullying is acceptable

Consequences of Bullying

First Incident

1. If a person involved in the league (including players, volunteers, parents, and spectators) has taken part in bullying behavior, a verbal warning will be given to that individual. If a player is involved in the bullying, his/her head coach is expected to issue this warning to the player individually.
2. All actions that are undertaken by the coach with the player or parent should be done in the presence of another member of the coaching staff or manager

Second Incident

3. If the bullying continues or there is a second incident, that player may be disciplined by the Coach at the Coach's discretion given the circumstances.
 - a. Such discipline may include, but is not limited to:
 - i. suspension for a number of innings
 - ii. suspension for an entire game
 - iii. exclusion from the fields.
 - b. All actions that are undertaken by the coach with the player or parent should be done in the presence of another member of the coaching staff or manager

Coaches or Convenors must report this occurrence in writing via email to the President or Vice President of the Board immediately.

Third Incident

4. Any further incidents will be referred to the OOBA Board of Directors for further disciplinary action or escalated to the Disciplinary Committee for resolution
 - a. Disciplinary action will be taken on a case by case basis and may include:
 - i. additional warnings
 - ii. discussions with parents and guardians
 - iii. further suspensions or exclusions
 - iv. ineligibility for playoff, tournament involvement

- v. up to removal from the league for one (1) year and
- vi. reporting to law enforcement when necessary

Report Bullying: If you are being bullied, or know of someone being bullied, you must tell a team manager, coach, parent, board member, or the President of OOBA as soon as possible.

All coaching staff are expected to discuss bullying and OOBA/Tincaps' anti-bullying policy with their players and parents at the first team meeting.