



BREAKAWAY SPORTS BASKETBALL LEAGUE

POLICY ON HARASSMENT, INTIMIDATION, AND BULLYING

General Statement of Prohibition

Breakaway Sports Ministries, and as a subsidiary of that, the Breakaway Sports Basketball League (BSBL), strongly prohibits acts of harassment, intimidation, or bullying, including those of a racial or homophobic basis.

For the purposes of this policy, subsequently we will use the simple term "bullying" to stand in the place of any and all types of harassment, intimidation, and bullying, including those of a racial or homophobic basis.

Definition

Breakaway Sports Ministries establishes that bullying is behavior that is intentional, repetitive and hurtful resulting in an imbalance of power between the bully and the target (Braaten, 2010). It is an act that takes place on any church property that hosts BSBL events, and at any BSBL sanctioned event where the church or BSBL is responsible for the child. Bullying can take many forms, such as hitting or punching (physical bullying); teasing or name-calling (verbal bullying); intimidation using gestures or social exclusion (non-verbal bullying or emotional bullying); and sending intimidating messages through technology (cyber bullying).

Policy Statement

Bullying is prohibited at all BSBL sanctioned events, or at any church/public facility where Breakaway Sports Basketball League games are being held. This policy applies not only to a participant who directly engages in an act of bullying but also to participants who, by their indirect behavior, condone or support another participant's act of bullying.

A person who engages or tolerates bullying will be subject to discipline. The BSBL may take into account the following factors when deciding on a course of action:

1. The developmental and maturity levels of the parties involved.
2. The levels of harm, surrounding circumstances, and nature of the behavior.
3. Past incidences or past or continuing patterns of behavior.
4. The relationship between the parties involved.
5. The context in which the alleged incidents occurred.

Consequences for participant(s) who engage in an act of bullying may range from behavioral interventions up to and including suspension or immediate removal from the program or facility. Immediate removal from program activity is warranted if the participant physically attempts to cause injury to him/her or others, or leaves the designated program area with the intent to run away or hide from staff. The BSBL will act to investigate all complaints of bullying and will take appropriate action against any participant, staff, volunteer, or contractor who is found to have violated this policy.

Reporting Procedure

Any person who believes he or she has been the victim of bullying or any person with knowledge or belief of an incident should report the alleged acts to an appropriate BSBL or church staff member.

The BSBL requires the designated Church Director at each location to be responsible for receiving complaints alleging violations of this policy. While written submissions are not required, the BSBL encourages the reporting party to use the report form available. Oral reports will be considered official reports; however, the Church Director should document the oral report for the BSBL records. Reports may also be made anonymously, but formal disciplinary actions must not be based solely on the basis of an anonymous report.

BSBL Action

When a complaint or report of bullying is received, the BSBL will conduct a prompt and thorough investigation. Upon completion of the investigation, appropriate action will be taken on a case by case basis. Breakaway Sports Ministries will notify the individual adult participant(s) or parent(s)/guardian(s) of youth participants involved in an incident and action taken based on a confirmed report.

Statement on Retaliation

The BSBL prohibits reprisal or retaliation against any person who reports an act of bullying. Consequences and appropriate remedial action will be taken against those who engage in reprisal or retaliation after consideration of the nature, severity, and circumstances of the act, in accordance with the law, policies and procedures are accounted for.

Statement on False Accusations

The BSBL prohibits any person from falsely accusing another as a means of bullying. Consequences for participant(s) who engage in false accusations of bullying may range from behavioral interventions up to and including suspension or immediate removal from the program or facility. Consequences for visitors or volunteers who engage in false accusations as a means of bullying will be determined by the BSBL after consideration of the nature, severity and circumstances of the act have been accounted for, including reports being given to appropriate law enforcement officials.

Media Statement

The BSBL will be required to annually disseminate this policy to all church directors, participating teams and coaches, parents and participants, along with a statement explaining that it applies to all applicable acts of harassment, intimidation, and bullying that occur on any church property that hosts BSBL events, and at any BSBL sanctioned event where the church or BSBL is responsible for the child.

The wording in this policy was adapted from the South Carolina Department of Education's, "Model Policy Prohibiting Harassment, Intimidation or Bullying". The document was accessed from the following Web site:

<https://apps.ed.sc.gov/agency/ie/Student-Intervention-Services/documents/ModelPolicyProhibitingHarassment.pdf>