

C5PBA Bullying and Cyberbullying Policy

Policy Statement:

The C5PBA is committed to providing a sport environment in which all individuals are treated with respect and dignity.

Definition of bullying:

Bullying is the use of force, threat or coercion to abuse, intimidate or aggressively dominate others.

By bullying we mean:

- punching, shoving and other acts that hurt people physically
- spread rumors about people
- keeping certain people out of a group
- teasing people in a mean way
- getting certain people to “gang up” on others

Types of bullying include:

- Verbal Bullying: name calling, sarcasm, teasing, spreading rumors, threatening, making negative reference to one's culture, ethnicity, race, religion, gender or sexual orientation and unwanted sexual comments.
- Social Bullying: mobbing, scapegoating, excluding others from a group, humiliating others with public gestures or graffiti to put others down.
- Physical Bullying: hitting, poking, punching, shoving, coercing and unwanted sexual touching.
- Cyberbullying: Is defined in legal glossaries as:
 - ◆ Actions that use information and communication technologies to support deliberate, repeated, and hostile behavior by an individual or group, that is intended to harm another or others.
 - ◆ Use of communication technologies for the intention of harming another person.
 - ◆ Use of internet service and mobile technologies such as web pages and discussion groups, as well as instant messaging or [SMS](#) text messaging with the intention of harming another person.

By cyberbullying we mean bullying by electronic media:

- Bullying by texts or messages or calls on mobile phones.
- Use of mobile phone cameras to cause distress, fear or humiliation.
- Posting threatening, abusive, defamatory or humiliating material on websites to include blogs, personal websites and social networking sites.
- Using emails to message others.
- Hijacking and cloning email accounts.
- Making threatening, abusive, defamatory or humiliating remarks in virtual spaces, which includes Facebook, YouTube, Twitter or any other social media.

This policy applies to all employees as well as Directors, Officers, coaches, athletes, officials and members of C5PBA.

This applies during, but not limited to, the course of, but is not limited to, all C5PBA business activities and events.

Notwithstanding this policy, every person who experiences Cyberbullying continues to have the right to seek assistance from their provincial or territorial rights commission or criminal justice system.

Bullying includes

- physical bullying
- verbal bullying
- social bullying
- electronic bullying or cyberbullying
- racial bullying
- religious bullying
- sexual bullying

Tips for dealing with cyberbullying:

- Never respond to anything that has been said by doing the same thing back.
- Screenshot anything you think could be cyberbullying and keep a record.
- Block and report the offending user to appropriate media platform.
- Be private by keeping your social media privacy settings high and do not connect with anyone you do not know.

Complainant Procedure

Under the new Not-For-Profit Act, if you are experiencing cyberbullying from within your province/territory, report it immediately to your provincial/territorial association.

If you witness or experience cyberbullying from a bowler, coach, officer or official, report it immediately to C5PBA.

If someone is threatening you, giving out your personal information or making you fear for your safety contact your local police.

Anyone participating in a threat supporting cyberbullying will also face disciplinary action at both the provincial and national level.

The C5PBA shall appoint a three (3) committee panel to serve as Cyberbullying Officers. Their role is to serve in a neutral, unbiased capacity to receive complaints, assist in resolution of complaint and investigate formal written complaints. In carrying out their duties under this policy, officers shall be directly responsible to C5PBA.

C5PBA penalties can include tournament suspensions, as well as removal of office at the national level.