



Bullying and Harassment Policy

Bryst Football Academy is committed to provide an environment that is free of bullying, harassment, and discrimination. Bryst has procedures in the place should events of in-appropriate behaviour occur, including bullying and harassment.

What is bullying?

Bullying is a form of aggression where there is a power imbalance; the person doing the bullying has power over the person being victimized.

The different types of bullying

- Physical bullying: using physical force or aggression against another person (e.g., hitting)
- Verbal bullying: using words to verbally attack someone (e.g., name-calling)
- Social/relational bullying: trying to hurt someone through excluding them, spreading rumours or ignoring them (e.g., gossiping)
- Cyberbullying: using electronic media to threaten, embarrass, intimidate, or exclude someone, or to damage their reputation (e.g., sending threatening text messages).

The difference between bullying and harassment

Bullying and harassment are similar, yet different:

- Harassment is similar to bullying because someone hurts another person through cruel, offensive and insulting behaviours
- Harassment is different from bullying in that it is a form of discrimination.

What is discrimination?

Discrimination is treating someone differently or poorly based on certain characteristics or differences. Bullying turns into harassment when the behaviour goes against Canada's Human Rights Laws and focuses on treating people differently because of:

- Age
- Race (skin colour, facial features)
- Ethnicity (culture, where they live, how they live, how they dress)
- Religion (religious beliefs)
- Sex
- Sexual orientation (if they are gay, lesbian, bisexual, or heterosexual)
- Family status (if they are from a single parent family, adopted family, step family, foster family, non-biological gay or lesbian parent family)
- Marital status (if they are single, legally married, common-law spouse, widowed, or divorced)
- Physical and mental disability (if they have a mental illness, learning disability, use a wheelchair)