

Performance Athletics, hereinafter known as “Performance,” recognizes that a facility that promotes gymnastics and exercised based activities and team sports must be physically and emotionally safe and secure for all participants and that it consistently promotes good citizenship to encourage increased participant attendance and engagement. To protect the rights of all participants and groups for a safe and secure learning and activity environment, Performance prohibits acts of bullying, harassment, and other forms of aggression and violence. Bullying or harassment, like other forms of aggressive and violent behaviors, interferes with both Performance’s ability to train its participants and a participant’s ability to learn. All participants, staff, parents/guardians, volunteers, family members, community members and contractors are expected to refuse to tolerate bullying and harassment and to demonstrate behavior that is respectful and civil.

It is especially important for adults to model these behaviors (even when disciplining) in order to provide positive examples for participant behavior.

“Bullying” or “harassment” is any gesture or written, verbal, graphic, or physical act (including electronically transmitted acts – i.e., cyberbullying, through the use of internet, cell phone, personal digital assistant (pda), computer, or wireless handheld device, currently in use or later developed and used by participants) that is reasonably perceived as being dehumanizing, intimidating, hostile, humiliating, threatening, or otherwise likely to evoke fear of physical harm or emotional distress and may be motivated either by bias or prejudice based upon any actual or perceived characteristic, such as age, race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression; or a mental, physical, or sensory disability or impairment; or by any other distinguishing characteristic, or is based upon association with another person who has or is perceived to have any distinguishing characteristic. Bullying and harassment also include forms of retaliation against individuals who report or cooperate in an investigation under this policy.

Bullying or Harassment, is unacceptable behavior whether it takes place on the facility property, at any Performance-sponsored function, including but not limited to, competitive meets or non-competitive activities, associated travel where a child’s imminent safety or over-all well being may be at issue.

“Bullying” and “Harassment” is conduct, directed at one or more participants, that meets any of the following criteria:

- 1) is reasonably perceived as being dehumanizing, intimidating, hostile, humiliating, threatening, or otherwise likely to evoke fear of physical harm or emotional distress;
- 2) is conveyed through physical, verbal, technological or emotional means;
- 3) substantially interferes with training or recreational opportunities, benefits, or programs of one or more participants;

Performance Athletics Anti-Bullying Policy

- 4) adversely affects the ability of a participant to participate in or benefit from Performance programs or activities by placing the participant in reasonable fear of physical harm or by causing emotional distress; and,
- 5) is based on a participant's actual or perceived distinguishing characteristic (see above), or is based on an association with another person who has or is perceived to have any of these characteristics.

Performance expects participants to conduct themselves in a manner in keeping with their levels of development, maturity, and demonstrated capabilities with a proper regard for the rights and welfare of other participants, staff, parents/guardians, volunteers, family members, community members and contractors.

Performance believes that standards for participant behavior must be set through interaction among the participants, staff, parents/guardians, volunteers, family members, community members and contractors associated with Performance, producing an atmosphere that encourages participants to grow in self-discipline and their ability to respect the rights of others. The development of this atmosphere requires respect for self and others, as well as for facility and community property on the part of participants, staff, parents/guardians, volunteers, family members, community members and contractors.

Performance believes that the best discipline for aggressive behavior is designed to (1) support participants in taking responsibility for their actions, (2) develop empathy, and (3) teach alternative ways to achieve the goals and solve problems that motivated the aggressive behavior. Staff members who interact with participants shall apply best practices designed to prevent discipline problems and encourage participants' abilities to develop self-discipline and make better choices in the future.

Since bystander support of bullying and harassment can encourage these behaviors, Performance prohibits both active and passive support for acts of harassment or bullying. The staff should encourage participants not to be part of the problem; not to pass on the rumor or derogatory message; to walk away from these acts when they see them; to report them to staff; and to reach out in friendship to the target. When bystanders, participants or staff do report or cooperate in an investigation, they must be protected from retaliation with the same type of procedures used to respond to bullying and harassment.

Performance shall strive to represent consistent and appropriate consequences and remedial responses to a participant who commits one or more acts of bullying and harassment.

The following factors, at a minimum, shall be given full consideration by Performance personnel in determining appropriate consequences and remedial measures for each act of harassment or bullying:

Factors for Determining Consequences

Performance Athletics Anti-Bullying Policy

- 1) Age, development, and maturity levels of the parties involved
- 2) Degree of harm (physical and/or emotional distress)
- 3) Surrounding circumstances
- 4) Nature and severity of the behavior(s)
- 5) Incidences of past or continuing pattern(s) of behavior
- 6) Relationship between the parties involved

Factors for Determining Remedial Measures

- 1) Ability to comprehend actions as offensive, invasive and inappropriate
- 2) Social relationships and interactional barriers to remediation
- 3) Behavioral consistency with Performance “culture”
- 4) Assessment of staff responses and degree of consistency appertaining to prior events involving the individual and in the general participant population
- 5) Level of consistency in application or severity of consequences given to participants for similar infractions
- 6) Family situation
- 7) Medical (known physical, cognitive and psychological) issues and limitations

Consequences for a participant who commits an act of bullying and harassment shall vary in method and severity according to the nature of the behavior, the developmental age of the participant, and the participant’s history of problem behaviors and performance.

Remedial measures shall be designed to: correct the problem behavior; prevent another occurrence of the behavior; and protect the victim of the act. Effective discipline should employ a Performance-wide approach to adopt a rubric of bullying offenses and the associated consequences. The consequences and remedial measures may include, but are not limited to, the examples listed below:

- 1) Admonishment
- 2) Parent conference
- 3) Heightened situational staff awareness and interaction
- 4) Introduction of alternative behavior expectations
- 5) Temporary removal from Performance activities
- 6) Permanent loss of participation privileges at Performance facility: recreational and team
- 7) Reporting to Child Protection Services (CPS)
- 8) Legal action

Reports may be made anonymously, but disciplinary action may not be based solely on the basis of an anonymous report.

Performance requires the Owner/Operator, hereinafter known as the “Administrator” and/or Administrator’s designee to be responsible for determining whether an alleged act constitutes a violation of this policy. In so doing, the Administrator and/or the Administrator’s designee shall conduct a prompt, thorough, and complete investigation of each alleged incident. The investigation shall be expedited to reduce the chance of

Performance Athletics Anti-Bullying Policy

additional bullying/harassment events. The parents/guardians of the participants involved shall be notified following the investigation and receive written notice from the Performance on the outcome of the investigation (in compliance with current privacy laws and regulations). All reports on instances of bullying and/or harassment must be recorded by the Performance but will not be available for general public review.

Performance prohibits reprisal or retaliation against any person who reports an act of bullying or harassment or cooperates in an investigation. The consequences and appropriate remedial action for a person who engages in reprisal or retaliation shall be determined by the administrator after consideration of the nature, severity, and circumstances of the act, and will include but not be limited to termination of participant's association with Performance.

Performance prohibits any person from falsely accusing another as a means of bullying or harassment. The consequences and appropriate remedial action for a person found to have falsely accused another as a means of bullying or harassment may range from positive behavioral interventions up to and including termination of participant's association with Performance.

All parents shall sign a copy of the Anti-Bullying Policy at the time of registration of their child participant, signifying that they have read, understand and agree to comply with the terms of the policy set forth herein. Parents shall be responsible to convey the information set forth herein to their children participants.

Parent/Guardian Printed Name

Date:

Parent/Guardian Signature