



ORYA Policy on Harassment & Bullying

The Oyster River Youth Association (ORYA) intends to provide a recreational environment where all players, parents, volunteers, & officials feel safe and are empowered to be themselves.

ORYA defines harassment as including but not limited to; any course of conduct, physical or verbal, which threatens, intimidates, or puts a person in fear of their safety. Harassment is unwanted, unwelcomed and uninvited behavior that intimidates, threatens or offends the victim.

ORYA defines bullying as negative behavior designed to hurt others either physically or emotionally. A bully assumes a position of power over a victim or victims, either using physical size or a dominant social status. Bullying is usually an ongoing situation that involves cruelty toward a target. Cyber bullying is bullying that is undertaken through the use of electronic devices, it might involve text messages, emails, or exchanges on a social media site.

It is important to report any suspected harassment or bullying to ORYA immediately. Only written reports of alleged harassment/bullying taking place at an ORYA event will be reviewed for possible disciplinary actions. ORYA staff and/or members of ORYA's Board of Directors will promptly and thoroughly review reports of harassment. In situations where it is determined that harassment or bullying has occurred there will be a commitment to correct the situation, discipline the offender, and protect others from further harassment or retaliation. ORYA may find it necessary to take immediate action to protect all participants, volunteers, and employees pending completion of the review.

Upon receipt of a formal written complaint, ORYA will review and determine what disciplinary actions are warranted, if any.

Disciplinary actions could include, but are not limited to:

- Verbal Warning & Written Documentation
- Temporary suspension from participation including attendance at activity and/or facility
- Suspension from the activity and/or facility
- Immediate Removal from Activity including facility
- Indefinite Expulsion from all activities and facilities

This policy is directed to events, including cyber bullying, that involve, and/or are perpetrated by participants, volunteers or persons acting on behalf of ORYA at or during ORYA sanctioned events. ORYA sanctioned events may include, but are not limited to, practices, games, fundraising or special events.

All individuals, volunteers and employees working for ORYA will respect the confidentiality of the complaints and of the individuals involved as much as consistent with their legal obligations, and with the necessity to investigate allegations and take disciplinary action.