



# EDMONTON SOUTHWEST UNITED

soccer club | established 1982

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## POLICY ADM-25-08 | Anti-Bullying, Anti-Cyberbullying, and Anti-Discrimination

Approved on February 2025

Review on February 2026

### Policy Purpose

Southwest United Soccer Club (SWU) is committed to fostering a safe, respectful, inclusive, and equitable environment for all participants — including players, coaches, staff, volunteers, and families. This policy is intended to prevent and address all forms of bullying, cyberbullying, and discrimination, ensuring that every individual feels welcome, valued, and supported within the SWU community.

### Policy Scope

This policy applies to all members of Southwest United SC, including but not limited to:

- Players
- Coaches and team officials
- Referees and match officials
- Club administrators and staff
- Volunteers
- Parents, guardians, and spectators

The policy applies during all SWU-related activities, whether on the field, in club spaces, at events, or in digital and online environments.

### Definitions

- **Bullying:** Repeated, intentional, and harmful behavior — physical, verbal, or emotional — directed at an individual with the intent to intimidate, humiliate, or control.
- **Cyberbullying:** Any form of bullying conducted through electronic means, including but not limited to social media, text messaging, email, and online platforms.
- **Discrimination:** Any unjust or prejudicial treatment based on protected characteristics such as race, ethnicity, religion, gender, sexual orientation, disability, or socioeconomic status, as defined under applicable human rights legislation.



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POLICY ADM-25-08 | Anti-Bullying, Anti-Cyberbullying, and Anti-Discrimination | Page 2

## Guiding Principles

- **Zero Tolerance:** SWU maintains a strict zero-tolerance policy toward all forms of bullying, cyberbullying, and discrimination.
- **Respect & Inclusion:** Every member of the SWU community has the right to be treated with dignity and respect.
- **Education & Awareness:** The club is committed to providing resources and training to educate members on respectful conduct and inclusion.
- **Safe Reporting:** All members are encouraged to report incidents without fear of retaliation.
- **Confidentiality:** Reports will be handled with discretion, and in compliance with relevant privacy legislation

## Roles and Responsibilities

### Club Leadership (Board of Directors, Technical Staff):

- Ensure this policy is implemented and upheld.
- Promote a culture of respect, safety, and inclusivity.
- Provide ongoing education and training.

### Coaches and Team Officials:

- Model respectful behavior and inclusive leadership.
- Intervene promptly and appropriately when witnessing or hearing about inappropriate behavior.
- Report all incidents to Club Leadership.

### Players:

- Treat teammates, opponents, officials, and community members with respect.
- Report any concerns to a trusted adult or team official.

### Parents and Guardians:

- Support and reinforce the club's values.
- Encourage children to speak up and act responsibly.
- Report any incidents observed or shared by their child.



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---

POLICY ADM-25-08 | Anti-Bullying, Anti-Cyberbullying, and Anti-Discrimination | Page 3

## Reporting and Response Procedures

### Reporting an Incident

- Reports can be made in person, via email, or through a confidential online form to the Safe Sport Officer or Technical Director.
- Anonymous reports will be accepted, but may limit the ability to conduct a full investigation.

### Investigation Process

- All reports will be investigated promptly, fairly, and confidentially.
- The club may consult relevant stakeholders and, where appropriate, external professionals (e.g., mental health practitioners or law enforcement).

### Disciplinary Actions

- Sanctions will be proportionate to the nature and severity of the incident.
- Disciplinary measures may include:
  - Verbal or written warnings
  - Temporary suspension
  - Mandatory education/training
  - Removal from the team or club

## Prevention and Education Initiatives

SWU is committed to proactive education and prevention through the following:

- Annual Training: For coaches and staff on safe sport principles, conflict resolution, and inclusion.
- Team Talks & Workshops: For players on respect, digital citizenship, and bystander intervention.
- Parent Information Sessions: Covering topics such as online safety, respectful communication, and youth well-being.



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**POLICY ADM-25-08 | Anti-Bullying, Anti-Cyberbullying, and Anti-Discrimination | Page 4**

## Review and Compliance

This policy will be reviewed annually, or sooner if required due to legislative changes or operational needs.

All members will be required to acknowledge their understanding and agreement to comply with this policy at the start of each season.

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## Contact Information

- Safe Sport Officer | Stewart Meffen | safesport@swu.ca
- Technical Director | Mattia Tagliarini | td@swu.ca