

## Ontario Weightlifting Association Bullying Policy

Bullying involves a person expressing their power through the humiliation of another person. Bullying occurs between people at any age. It is inappropriate behavior that is typically cruel, demeaning and hostile toward the bullying target.

The actual issue of bullying is not addressed by the law, except when the behavior does become a criminal issue such as, extortion, physical assault, etc.

Bullying can be broken down into four types:

**Physical:** hitting or kicking victims; taking or damaging personal property

**Verbal:** name calling; insults; constant teasing

**Social:** trying to cut off victims from social connection by convincing peers to exclude or reject a certain person

**Cyber:** use of electronic sources including, but not limited to: Facebook, Twitter, Instagram, texting, etc. to accomplish the bully's aims

Types of behavior that constitute bullying include, but are not limited to:

- Unwarranted yelling and screaming directed at the target;
- Continually criticizing the target's abilities;
- Blaming the target for mistakes;
- Making unreasonable demands related to performance;
- Repeated insults or put downs of the target;
- Repeated threats to remove or restrict opportunities or privileges;
- Denying or discounting the target's accomplishment;
- Threats of physical violence;
- Actual physical violence.

Any bullying complaints, subsequent discipline sanctions and appeals are subject to the applicable OWA policies, including but not limited to OWA *Discipline and Complaints Policy and Appeals Policy*.