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Legacy Baseball & Softball Bullying Policy

Given the serious effects that bullying has on youth and an organization, Legacy Baseball/Fastpitch has adopted an anti-bullying policy. This policy overview is intended to guide **all Managers, Coaches, Players, Volunteers, Parents, Guardians and Spectators** in their behavior at Legacy practices, games, facilities, fields, and events.

Bullying not only leads to anxiety and low self-esteem in those who are targeted, but also causes others to feel unsafe. Participants of all ages deserve the right to feel safe and supported by all Legacy Baseball/Fastpitch Members, Managers, Coaches, players, volunteers, and parents.

By raising awareness throughout Legacy Baseball/Fastpitch, everyone can work together to ensure that Legacy is a place where players, parents, and other participants can feel welcome and included.

Bullying: Bullying involves behavior by one person or a group of people with the intent to ridicule, harass, humiliate, or intimidate another person. Verbal bullying involves repetitious behavior and includes the use of words and gestures. Emotional bullying involves rejection, terrorizing, extorting, humiliating, rating/ranking personal characteristics such as race, disability, ethnicity, or perceived sexual orientation. Physical bullying can include a single incident of pushing, hitting or kicking a person or interfering with their property. Cyber bullying is behavior done online through social media or other online media outlets with intent to cause verbal and/or emotional bullying.

Bullying which occurs outside of the Legacy setting may be addressed by Legacy staff if such conduct markedly interrupts or impedes the purposes of Legacy Baseball/Fastpitch. No amount of bullying is acceptable. Not all joking or horseplay is bullying, but when the intent or effect is to cause distress, continuation or repetition of such behavior is bullying and will not be tolerated.

Reporting Bullying: If you are being bullied, or know of someone being bullied, you must tell a team manager, coach, Baseball/Fastpitch Administrator, or Baseball/Fastpitch Director as soon as possible.

If a coach, manager, or staff has an incident reported to them, they are required to report a bullying incident to a Legacy Baseball/Fastpitch Administrator or Baseball/Fastpitch Director.

Consequences of Bullying: If any person involved in the Legacy Baseball/Fastpitch (including managers, coaches, players, volunteers, guardians and spectators) has taken part in bullying behavior, at minimum a warning shall be given to that individual. If the behavior warrants and/or continues, that person may be suspended and/or terminated from Legacy teams and/or banned from Legacy facilities and grounds. Intentional repetitive and/or severe bullying incidents will be reported to local law enforcement.