



RAMBLERS CLUB

ESTABLISHED IN 1945

Tünschel Street
P.O. Box 20256
WINDHOEK, Namibia
Tel.: +264 (61) 242 834
Email: info@ramblers.com.na
Web: www.ramblers.com.na

Section: Academy

RAMBLERS ACADEMY ANTI-BULLYING POLICY

The Club is committed to providing an environment in which all individuals or organizations involved with the Club are treated with respect. Membership and registration with the Club as well as participation in its activities, brings many benefits and privileges. At the same time, registrants and or organizations are expected to fulfill certain responsibilities and obligations including but not limited to complying with the Clubs By-Laws, Policies and Procedures.

Irresponsible behavior by members, parents, volunteers, administrators, staff members, contractors or officers can result in severe damage to the integrity of the Club. Conduct that violates these values may be subject to sanctions pursuant to this Policy.

Objectives of the Ramblers Soccer Academy Anti-Bullying Policy

- Bullying will not be tolerated.
- All players, coaches and managers and parents of Ramblers Soccer Academy should have an understanding of what bullying is.
- All managers and coaching staff should know what the club policy is on bullying and follow it when bullying is reported.
- All players should know what the club policy is on bullying and what they should do if bullying occurs or is suspected.
- As a club we take bullying seriously. Players and parents should be assured that they will be supported when bullying is reported.

Definition of “bullying”

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying consists of three basic types of abuse – Emotional, verbal and physical. Bullying can be and does include:

- Verbal bullying including derogatory comments, lies, false rumors, teasing, ridicule and bad names.
- Emotional bullying includes being unfriendly, sending hurtful or tormenting messages via social media forms.
- Bullying through social exclusion or isolation, being ignored and or left out
- Physical bullying includes pushing, kicking, hitting, punching or any other use of Violence.
- Being attacked because of their religion, race or color, gender or sexuality including but not limited to taunts, graffiti, gestures, etc.
- Sexually unwanted physical contact or sexually abusive comments.
- Misuse of associated technology such as unwanted camera and video usage and social networking exposure



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Signs and indicators of bullying

A player may indicate he or she is being bullied by signs or behavior, adults should be aware of these possible signs and should investigate if a player:

- Says he or she is being bullied
- Is afraid or unwilling to go to training, practice or games
- Becomes withdrawn anxious, or lacking in confidence
- Feels ill before training sessions
- Is nervous and /or jumpy when a message is received (e.g. text, IM, phone, social network)
- Comes home with clothes torn or training equipment damaged
- Asks for money or starts stealing money (to pay the bully)
- Has unexplained cuts or bruises
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above

In some more severe situations, other indicators can include:

- Cry them-selves to sleep at night or has nightmares
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Attempts suicide, runs away or hurts themselves deliberately (self harm)

Directions for coaches/managers noticed that a payer is being bullied

Ask the player directly

Take any incidents of bullying that they tell you about seriously

Talk calmly with the player about their experiences

Make note of what the player says

Reassure the player that they have done the right thing by telling you

Understand that your player may need to change aspects of their behavior

Never approach another parent directly

Do not encourage your player to retaliate

Contact the Ramblers Youth Football Coordinator immediately

Procedures

Immediately report the bullying incidents/behavior to Ramblers Youth Football Coordinator. A complaint can be communicated verbally, initially, to a Club official or employee but must be followed up in writing (letter and/or email). Ramblers Club Incident Form should be submitted to Ramblers Office via Ramblers Youth Football Coordinator who can be reached via email.

The Club will take every concern seriously, investigate the issue and report back to you in a timely manner. Immediate punishment will be dealt with via the book system.



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In serious cases, parents may be asked to come in to discuss the problem.

If bullying is found, it will be stopped immediately by removal of the player (s) who is bullying from the Club until a suitable process has been met through club policy.

A record will be kept on the incident(s), investigation and any action(s) taken.

The bully (bullies) will be placed on probationary period with the club of no less than three (3) weeks.

The book system

The book system will work like this

There will be yellow ●, black ● and red ● strikes given to players if they do not follow the following.

Yellow strikes ●

- Playing with the ball without being instructed too, especially if any coach is giving instructions. Making too many jokes which distracts the other players.
- Constant back chatting when being corrected on a mistake by a coach.
- Talking among each other when a coach is giving instructions.
- Constantly arguing about their position being played.
- After 3 warnings from a coach complaining about their energy and commitment during training.

Black strikes ●

- Any form of Bullying(Name calling, body shaming, threatening, pointing out a players weaknesses as a form of amusement).
- Any physical fighting.
- Bad tackles which lead to injuries between the players.

1. 3 yellow strikes will earn a black strike, while 3 black strikes will earn a red one
2. Punishment to go as follows.
3. 3 black stripes = 1 red strike which means they are suspended for the next game. 2 red strikes means they are suspended from the next tournament.
4. 3 red strikes will lead to 2 week suspension from training and matches.

We require all the parents to read this document with their kids to encourage complete understanding between the club, the players and parents. We look forward to working hand in hand to stop bullying and make Ramblers a safer place for every child. Please sign this document and return it to the club as soon as possible.

Yours in football

Hafeni Ndeitunga
Rambler's Soccer Academy Technical Director

Date

Signature of parent