



# Gymnastics USA

## Bullying Prevention & Intervention Policy

Gymnastics USA believes that all students have a right to a safe and healthy learning and recreational environment. Gymnastics USA feels an obligation to promote mutual respect and acceptance.

Gymnastics USA will not tolerate behavior that infringes on the safety of any student. A student shall not intimidate, harass, or bully another student through words or actions. Such behavior includes: *direct physical contact; such as hitting or shoving, verbal assaults; such as teasing or name-calling, inappropriate language in the presence of peers or staff; such as vulgarity or non-age-appropriate conversations, and social isolation or manipulation.*

Gymnastics USA expects students and/or staff to immediately report incidents of bullying to the respective supervisor. Staff who witness such acts should take immediate steps to intervene. Each complaint of bullying should be promptly investigated and taken seriously by staff.

Students who bully are in violation of this policy and are subject to disciplinary action up to and including expulsion from Gymnastics USA.

**The procedures for intervening in bullying behavior include, but are not limited, to the following:**

- All staff, students and their parents will have access to the policy prohibiting intimidation and bullying, via the company website and upon request at any location.
- Gymnastics USA will make reasonable efforts to keep a report of bullying and the results of investigation confidential. All incidents will be documented via the company Incident Reporting System.
- Staff who witness acts of bullying shall take immediate steps to intervene. People witnessing or experiencing bullying are strongly encouraged to report the incident; such reporting will not reflect on the target or witnesses in any way.





# Gymnastics USA

## Bullying Prevention & Intervention Policy

### System of Action

Violations of the above policy will be documented by staff and communicated to parents. Staff will always maintain confidentiality unless equally requested otherwise by both parties of incident. Copies of Incident Reports can be furnished by staff upon requests of parents/guardians at any time.

#### **First Incident:**

Incident Report documented, student spoken to by staff, verbal discussion with parent/guardian.

#### **Second Incident:**

Incident Report documented, student immediately removed from group activities, verbal and written communication with parents/guardians.

#### **Third Incident:**

Incident Report documented, student immediately removed from group activities, formal meeting with parents/guardians, student suspended from program.

#### **Fourth Incident:**

Incident Report documented, student immediately removed from group activities, formal meeting with parents/guardians, student permanently removed from program.

#### **Fifth Incident:**

Incident Report documented, student removed from group activities for the day, formal meeting with parents/guardians, student permanently expelled from facility.\*

\* = After 30 days post-expulsion a student may be considered for re-admission via a petition to the General Manager.

