



## SRSRC Youth Programs Anti-Bullying Policy

Bullying is aggressive behavior towards another individual with the intention of causing harm, in which there exists an imbalance of power between the bully and the victim, which occurs repeatedly or has the potential to be repeated (American Psychological Association, 2016). Bullying happens when a person or group of people want to have power over another and use their power to get their way, at the expense of someone else. Bullying comes in many forms, such as physical, verbal, and relational.

There may be some instances where participants may have a disagreement or generally not get along with one another, which is not considered bullying behavior. There are times when an individual might engage in rude (being unintentionally hurtful) or mean (intentionally hurtful) behaviors through unkind words or actions that do not constitute bullying by its definition. SRSRC staff work to address these behaviors as well.

At Scripps Ranch Swim & Racquet Club, bullying is not tolerated. Our philosophy is based on ensuring that every program participant has the opportunity to thrive during their experience at SRSRC. We work together as a team to ensure that participants gain self-confidence, make new friends, and go home with great memories. Bullying behavior, just like any other disruptive behavior, will be addressed by staff following our disciplinary guidelines. These progressive steps include reiterating our program rules to ensure an understanding of participant behavior expectations, sharing a behavior report with the participant's parents, and suspension or removal from the program as warranted for continued or serious issues.