

Policy No: OP 310.0 Bullying Prevention <i>Previously: OP.4.1.006</i>			
Effective 04/16/2018	Reviewed	Revised 08/31/2021	Related Procedures and Forms: PE 400.0 Code of Ethics and Professional Conduct Policy

POLICY: Boys & Girls Clubs of Topeka (BGCT) is committed to providing all members with a safe environment and will not tolerate any form of bullying at any Club activity on or off Club property. Bullying is considered unwanted, aggressive behavior that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose.

GUIDELINES:

- All staff, volunteers, and members shall read and abide by BGCT’s PE 400.0 Code of Ethics and Professional Conduct Policy.
- Staff or volunteers who observe an act of bullying shall take immediate, appropriate steps to intervene.
- If the staff member or volunteer believes their intervention has not resolved the matter, they shall report it to the Club leadership through written documentation.
- Club leadership or appropriate staff member shall inform the parent or guardian of any member who was observed as a victim or perpetrator of bullying.
- Depending on the frequency and severity of the conduct, intervention, counseling, correction, discipline and/or referral to law enforcement will be used to remedy the impact on the victim and change the perpetrators’ behavior, up to, and including terminating membership.