



Lockwood Little League Anti Bullying Policy

Purpose: Lockwood Little League (baseball and softball) is committed to providing a safe, respectful, and positive environment for all players, coaches, volunteers, parents, guardians, umpires, and spectators. Bullying of any kind undermines the values of teamwork, sportsmanship, and fun that are central to Little League.

In accordance with the **Little League International Child Protection Program**, Lockwood Little League adopts a **zero-tolerance policy** toward bullying, harassment, hazing, intimidation, and any related behaviors.

Definition of Bullying: Bullying is intentional, repeated behavior (or a single severe incident) by one person or group that harms, intimidates, humiliates, ridicules, or excludes another person. It can take many forms, including:

- **Physical bullying:** hitting, pushing, tripping, damaging property
- **Verbal bullying:** name-calling, teasing, threats, derogatory comments about appearance, ability, race, gender, orientation, religion, or family
- **Emotional/psychological bullying:** spreading rumors, exclusion, manipulation, making someone feel scared or worthless
- **Social bullying:** turning others against someone, public humiliation
- **Cyberbullying:** using social media, text messages, group chats, or online platforms to harass, embarrass, or threaten (including posts related to league activities, teammates, coaches, or games)
- **Hazing:** any act that embarrasses, degrades, or endangers a player as a condition of participation

Bullying is not the same as occasional conflict, one-time arguments, competitive banter, or fair disagreement. It involves a **power imbalance** and/or **repetition** that causes harm or fear.

Scope: This policy applies to all Lockwood Little League activities, including but not limited to:

- Practices and games
- Tryouts, evaluations, and team events
- League meetings, tournaments, and social events
- Any communication (in-person, phone, text, email, social media) related to league activities
- Behavior at league fields, parking lots, and surrounding areas

It covers all participants: players, managers, coaches, volunteers, board members, umpires, siblings, parents/guardians, and spectators.

Prohibited Behaviors: Lockwood Little League has **zero tolerance** for:

- Any form of bullying or harassment listed above

- Retaliation against anyone who reports bullying in good faith
- Encouraging, condoning, or laughing at bullying behavior
- Failure by coaches, managers, or adults to intervene when bullying is observed

Reporting: Anyone who witnesses or experiences bullying is strongly encouraged to report it immediately. Reports can be made confidentially to:

- Safety Officer: [Tyler Strasburger, 406-698-9130, tyler.strasburger@teaminc.com]
- League President: [Leslie Anderson, 406-698-6886, lockwoodllpresident@gmail.com]
- Any Board Member

Reports should include: who was involved, what happened, when/where it occurred, and any witnesses.

All reports will be taken seriously, and investigated promptly and fairly.

Investigation & Consequences: Upon receiving a report, the league will:

1. Ensure the safety of the involved parties
2. Gather information from all sides in a fair manner
3. Determine whether bullying occurred

If bullying is confirmed, consequences may include (but are not limited to):

- Verbal or written warning
- Player and Parent Meeting
- Suspension from practices/games
- Removal from a team
- Suspension or permanent banning from league activities (players, coaches, parents, or spectators)
- Referral to law enforcement if the behavior involves threats, violence, or illegal activity

Decisions will be made by the Board of Directors (or designated committee) and documented.

Prevention & Promotion of Positive Environment: To help prevent bullying and build a strong, supportive culture:

- Coaches will discuss this policy with players and parents at the first team meeting.
- Coaches and managers will model respectful behavior and promote team unity and inclusion.
- Parents are encouraged to reinforce positive sportsmanship at home and report concerns early.
- The league will promote emotional wellness by encouraging open communication, teamwork, and respect for all participants.

Acknowledgment: All managers, coaches, volunteers, and parents/guardians are expected to review and support this policy. During registration or volunteer onboarding, participants may be asked to acknowledge they have read and agree to follow the Anti-Bullying Policy and related codes of conduct.

Effective Date: This policy is effective for the 2026 season and will be reviewed annually.

Contact: Questions or concerns? Contact the Lockwood Little League Safety Officer at: tyler.strasburger@teaminc.com or (406) 698-9130.

Reference This policy is consistent with the **Little League International Child Protection Program** (available at LittleLeague.org), which includes explicit guidance on preventing bullying and promoting emotional wellness