



## **ANTI-BULLYING POLICY**

The Club is committed to protecting all staff, volunteers and members from bullying to insure the personal worth and dignity of each individual is maintained.

Bullying is an aggressive behaviour, that is known or ought to be known to be unwanted, that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time. The behaviour may be face-to-face or indirect. Bullying may be physical, verbal, social, or electronic (cyber-bullying).

The Club takes a zero tolerance position against all forms of bullying.

All staff, volunteers, student interns, and members are expected to honour and respect this policy through appropriate conduct, reporting of incidents, and the protection of others.

The Club will continue to play an active role in the elimination of all forms of bullying and take a proactive approach to foster harmony among people.

**The Boys & Girls Club of East Scarborough does not tolerate bullying of any kind.  
To read the entire Anti-Bullying Policy  
please inquire with your program staff and/or the reception staff.**