

Bullying protocol

In this document we, as Krav Maga The Hague, have set out how we try to prevent bullying within the club by stimulating desired behavior. Then we will discuss how we deal with situations in which this does happen or threatens to happen. Finally, it will be worked out what sanctions are possible if a situation does not lead to a solution coming.

1. Promoting Desired Intercourse

It is very important that members feel safe in their sports environment. This means that they should not feel bullied. To minimize the risk of this, we have drawn up a number of rules of conduct.

Some things are not allowed in our club. These include:

- Judging on appearance, origin, gender or other personal characteristics or making hurtful comments about it.
- Unwanted access to someone else's belongings.
- Consciously treating another person harshly and/or physically hurting them while practicing.
- To gossip.

In addition, we explicitly expect the following from members:

- Always try to resolve quarrels together.
- If this does not work: contact a trainer, confidential contact person (Merel Overkleef mereloverkleef@casema.nl)

and/or board member (Bart vd Wiel info@kravmagadenhaag.nl).

- Listen carefully to each other.
- Help each other where necessary.
- Make sure that newcomers in the group are well received and taken care of.

The above rules of conduct will already be made known to all our customers upon registration

members and can be found on general terms and conditions

Furthermore, the teachers/trainers pay regular attention to it and we monitor compliance with it during the lessons. In addition, parents/guardians are also asked to report inappropriate behavior if they encounter or suspect it.

2. Resolving Bullying Situations

If there is a suspicion that bullying is taking place within the club, the go through the following steps:

- It is determined whether the bullied has tried to get it together with the bully to solve.
- If the bullied person does not come out, the teacher/trainer intervenes. He/she brings the parties together for a clarification meeting and together they try to resolve quarrels or bullying and make (new) agreements.
- A contract is sought with the parents of the parties after the children be informed about this. If necessary, a discussion is conducted with the entire group.

This can discuss the causes and consequences for

victims, perpetrators, followers and silent middle group. Discussed can become aware of the distress they cause with their behavior and/or attitude. The group can then be asked for suggestions on how the

situation can be improved for the bullied member.

- In the event of repeated arguing/bullying behavior, the teacher takes a clear position and holds a

punitive conversation with the bully. The phase of sanctions/sanctions enters

operation (see section 3). Also, the name of the quarrel / bully

recorded in a report. With each report, the teacher describes 'the circumstances'.

The teacher and parents try to work together in good consultation on a

everyone satisfactory solution. When it comes to young children, the

parents actively involved.

3. Sanctions

If attempts to improve the situation by members, trainer and parents do not lead to a

solution, the club can proceed to impose sanctions. A decision to do so always follows from consultation between the trainer and the board.

The possible sanctions increase from light to increasingly severe and can be in that order are given if a situation does not improve over a longer period of time.

Follow-up sanctions

- Involve the parents more emphatically in the solution. Krav Maga The Hague has a record of the actions that have taken place. This file is starting point for the conversation.

- In case of persistent bullying, suspend the bully for a certain period.

Last sanction

- In extreme cases, the bully can be expelled from the club.