

Youth Charter Bullying and Harassment Policy

Purpose:

The Youth Charter is committed to providing a safe and inclusive environment for all young individuals. This policy aims to prevent and address bullying and harassment, ensuring that every youth feels respected and valued.

1. Definition of Bullying and Harassment:

- Bullying: Bullying is repeated aggressive behaviour that is intentional and involves an imbalance of power or strength. It can be physical, verbal, or relational and can occur in-person or online (cyberbullying).
- Harassment: Harassment is any unwanted behaviour that offends, humiliates, or intimidates another person. It includes but is not limited to discrimination based on race, gender, sexual orientation, disability, or any other characteristic.

2. Policy Statement:

The Youth Charter does not tolerate any form of bullying or harassment. We are committed to fostering a culture of respect, where all individuals can participate without fear of being bullied or harassed.

3. Scope:

This policy applies to all youth involved in Youth Charter programs, including participants, volunteers, staff, and anyone else interacting with the organization.

4. Responsibilities:

- Youth Members: Treat others with respect and report any incidents of bullying or harassment.
- Staff and Volunteers: Model appropriate behaviour, intervene when witnessing bullying or harassment, and report incidents to the designated authority.
- ****Leadership:**** Ensure that the policy is implemented, provide training, and support a safe environment for all.

5. Reporting Procedures:

- Any individual who experiences or witnesses bullying or harassment should report it immediately to a staff member or designated authority.
- Reports can be made verbally or in writing and will be treated confidentially.
- The Youth Charter encourages reporting without fear of retaliation.

6. Investigation Process:

- All reports will be taken seriously and investigated promptly.
- Investigations will be conducted impartially and discreetly.
- Individuals involved will be informed of the outcome of the investigation.

7. Consequences:

- Appropriate disciplinary action will be taken against individuals found to have engaged in bullying or harassment, which may include warnings, suspension, or expulsion from programs.

8. Support Services:

- Support will be provided to victims of bullying and harassment, including counselling and resources to ensure their well-being.

9. Review and Evaluation:

- This policy will be reviewed annually to ensure its effectiveness and relevance. Feedback from youth members will be encouraged to improve our approach to bullying and harassment.

10. Communication:

- This policy will be communicated to all youth members, staff, and stakeholders through orientation sessions, workshops, and accessible documentation.

By adopting this policy, the Youth Charter aims to create a safe, supportive, and inclusive environment for all young individuals, free from bullying and harassment.