



## Boys & Girls Clubs of Lincoln/Lancaster County

### Bullying and Expectation Policy

**Boys & Girls Club Members are asked to adhere to the following agreement: As a BGC member I promise to:**

- Always treat others with respect
- Use only polite, kind words
- Always listen to and respect BGC staff
- Respect BGC property
- Respect other people and their property
- Always keep my hands and feet to myself
- Always ask permission before leaving the BGC area
- Avoid fighting, bullying, and teasing others
- Follow the BGC before/after school schedule
- Not chew gum or eat candy in unassigned areas without BGC permission
- Always resist peer pressure
- Take responsibility for my actions
- Always stand up for my beliefs
- Always resolve conflict nonviolently
- Respect other people's cultural/racial/gender/ethnic background
- Always help others when they are in need of help
- Always tell the truth
- Always clean up after myself
- Always resist peer pressure to break BGC rules
- Be proud of who I am

**While it is not possible to list all the unacceptable behaviors at the Club, the following are examples of actions that are not allowed and will result in disciplinary action:**

- Break any of the promises listed out in the member agreement
- Presenting a danger to oneself, other members, staff or Club Property
- Bringing weapons or dangerous articles to the Club
- Bringing tobacco, alcohol, or drugs into the Club
- Vandalism of Club property
- Going into off-limits or restricted areas of the Club
- Disobeying rules established for field trips and vehicle passenger safety
- Stealing
- Harassing other Club members, staff or volunteers

#### **Disciplinary Actions**

Failure by the child and/or the parent/guardian to comply with BGC Rules and Regulations must be documented by staff and may result in disciplinary action. Members may be alerted

with warnings or time-outs, written or verbal assignments, and/or discussions that involve the child, parent/guardian, and staff. Repeated failures to comply beyond such initial warnings may result in further disciplinary action, including suspension and/or expulsion from the program, where the child cannot participate in the BGC program for a period of time, to be determined by BGC staff as appropriate. Two or more documented suspensions from the program may result in termination from the program, where the member may not continue to participate in the program for the duration of the year. Staff will document and consult with the parent/guardian in every instance of the child and/or the parent/guardian's violations of Rules and Regulations and disciplinary procedures taken.

### **Bullying Policy**

The Boys & Girls Clubs of Lincoln/Lancaster is committed to providing all members with a safe and civil environment. The Club will not tolerate any form of bullying at any Club activity on or off Club property.

Bullying shall mean any written, electronic, verbal, physical or social act that willfully harms another. Aggravated bullying shall mean willful harm motivated by race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity, mental disability, physical disability, appearance or socioeconomic status.

Staff and volunteers who observe an act of bullying are expected to take immediate, appropriate steps to intervene. If the staff member or volunteer believes his/her intervention has not resolved the matter, they shall report it to his/her supervisor and document the incident in writing. The Club Director or appropriate staff member will inform the parent or guardian of any member who was observed as a victim or perpetrator of bullying if the issue has not been appropriately resolved. 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 perpetrator's behavior.