



## **MONTAGUE PARKS & RECREATION DEPARTMENT**

56 First Street, Unity Park Fieldhouse

Turners Falls, MA 01376

Phone: (413) 863-3216/Fax: (413) 863-3229

[www.montague.net](http://www.montague.net)

Jonathan J. Dobosz, CPRP, CPO  
Director of Parks & Recreation  
[recdir@montague-ma.gov](mailto:recdir@montague-ma.gov)

Jennifer L. Peterson  
Clerk/Bookkeeper  
[recclerk@montague-ma.gov](mailto:recclerk@montague-ma.gov)

### **HARRASSMENT/ANTI-BULLYING POLICY**

The Mission of Montague Parks & Recreation, is that we are "*...dedicated to enhancing the quality of life and the sense of community to the residents of the Town of Montague through the delivery of safe, healthy, diverse, accessible, quality, year-round leisure-time experiences, in addition to, maintaining and preserving its parks and resources.*"

MPRD's Youth Sports philosophy centers on "*...the development of children of all skill levels within a recreational environment that teaches the fundamentals of athletics and the development of positive physical, psychological and social skills through participation.*"

Our Summer Camp mission is "*...to help each child develop mentally and physically in a safe and enjoyable environment built on mutual respect, understanding, and positive relationships.*"

As one may observe from the goals noted above, MPRD strives to create safe and healthy environments for all of our participants. We will support these efforts by investigating any bullying claim to the best of our ability. Investigations may include MPRD administration, executive board, staff, coaches, parents, volunteers, or other officials. If such behavior is verified, the department will implement procedures outlined in the rubric outlined below. Bullying will not be tolerated by participants, employees, parents, coaches or other officials.

#### **What is Bullying?**

Bullying is defined as any unwanted verbal, physical, psychological or social act committed by an individual or group, as well as any real or perceived threat or imbalance of power. There are three types of bullying;

- Verbal - teasing, name calling, inappropriate sexual comments, taunting (racial or otherwise), or threatening to cause harm.
- Social - leaving someone out of purpose, telling someone not to be friends with someone, spreading rumors, embarrassing someone in public including electronic or other technical expression
- Physical - hitting/kicking/punching/pinching, spitting, tripping, taking/breaking someone's belongings, making rude hand gestures

#### **Effects -**

Bullying can often have painful physical and emotional affects such as;

- Emotional distress, including being anxious or withdrawn
- Changes in eating habits
- Becoming aggressive, and possibly bullying others
- Missing school/work

- Substance Abuse
- Suicide

<b>Behavior</b>	<b>1st Offense</b>	<b>2nd Offense</b>	<b>3rd Offense</b>	
<b>Verbal</b>	<ul style="list-style-type: none"> <li>• Verbal warning</li> </ul>	<ul style="list-style-type: none"> <li>• Incident report</li> <li>• Parents informed</li> </ul>	<ul style="list-style-type: none"> <li>• Incident report</li> <li>• Develop plan w/ parents</li> </ul>	After the 3rd incident, participant is not allowed back to program
<b>Social</b>	<ul style="list-style-type: none"> <li>• Verbal warning</li> <li>• Parents informed</li> </ul>	<ul style="list-style-type: none"> <li>• Incident report</li> <li>• Parents informed</li> </ul>	<ul style="list-style-type: none"> <li>• Incident report</li> <li>• Develop plan w/ parent</li> </ul>	After the 3rd incident, participant is not allowed back to program
<b>Physical</b>	<ul style="list-style-type: none"> <li>• Verbal warning</li> <li>• Parents informed</li> </ul>	<ul style="list-style-type: none"> <li>• Incident report</li> <li>• Parents informed</li> <li>• Parental meeting</li> </ul>	<ul style="list-style-type: none"> <li>• Incident report</li> <li>• Parents informed</li> <li>• Child sent home</li> </ul>	After the 3rd incident, participant is not allowed back to program *More severe hitting, threats of violence or harassment will accelerate disciplinary procedure.

**Please note that procedures may be modified depending on the severity of the offense, and/or other rules and regulations that may supersede this policy (ex. Employees of the Town of Montague).**

*Resources:*

- Tyler Clementi Foundation
- Town of Wilbraham, Parks & Recreation
- City of Pittsfield, Parks & Recreation
- U.S Dept. of Health & Human Services