Anti-Bullying Policy

ACEing Autism defines bullying as persistent, malicious, unwelcome, severe, and pervasive conduct that harms, intimidates, offends, degrades, or humiliates anyone affiliated with ACEing Autism, whether verbal, physical, or otherwise. ACEing Autism encourages all employees, volunteers, parents, and participants to report any instance of bullying behavior. Any reports of this type will be treated seriously, investigated promptly and impartially, and remedied if the conduct is found to have violated this policy. ACEing Autism further encourages all employees, volunteers, and parents to formally report any concerns of assault, battery, or other bullying behavior of a criminal nature to the local Police Department. ACEing Autism requires any Program Director, volunteer, and parent who witnesses any bullying, irrespective of reporting relationship, to immediately report this conduct to the Executive Director, Richard Spurling, at (617) 901-7153 or richard@aceingautism.org.

ACEing Autism will:

- recognize its duty of care and responsibility to maintain a safe environment for all participants and volunteers;
- promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures;
- seek to ensure that bullying behavior is not accepted or condoned;
- take action to investigate and respond to any alleged incidents of bullying;
- and ensure that coaches are given access to information, guidance and/or training on bullying.

Each parent, coach, and volunteer will:

- respect every child’s need for, and rights to, a play environment where safety, security, praise, recognition, and opportunity for taking responsibility are available;
- respect the feelings and views of others;
- recognize that everyone is important and that our differences make each of us special and should be valued;
- show appreciation of others by acknowledging individual qualities, contributions, and progress;
- be committed to the early identification of bullying, and prompt and collective action to prevent it;
- ensure safety by having rules and practices carefully explained and displayed for all to see; and
- report incidents of bullying they see.

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- All forms of bullying are prohibited and will be addressed with appropriate action.
- Everybody involved in ACEing Autism has a responsibility to work together to stop bullying.
- Bullying can include online as well as offline behavior.
Bullying can include:
- physical pushing, kicking, hitting, pinching etc.;
- staring, glaring, or other nonverbal demonstrations of hostility;
- invasion of another person’s personal space;
- name calling, sarcasm, spreading rumors, persistent teasing and emotional torment through ridicule, humiliation, or the continual ignoring of individuals;
- posting of derogatory or abusive comments, videos, or images on social network sites;
- racial taunts, graffiti, gestures, sectarianism;
- sexual comments, suggestions, or behavior;
- unwanted physical contact.