



Anti-Harassment & Bullying Policy

Purpose

Haverhill Travel Basketball (HTB) is committed to providing a safe, positive, and respectful environment for all players, coaches, parents, volunteers, officials, and spectators. Harassment and bullying of any kind will not be tolerated. This policy outlines expectations, definitions, and procedures for addressing incidents.

1. Definitions

Harassment

Harassment is unwelcome conduct, whether verbal, physical, written, or digital, that creates an intimidating, hostile, or offensive environment. This includes, but is not limited to:

- Verbal abuse, insults, or threats
- Offensive jokes, slurs, or derogatory comments
- Unwanted physical contact or intimidation
- Sexual harassment, including inappropriate comments, gestures, or advances

Bullying

Bullying is repeated aggressive behavior intended to cause harm, discomfort, or humiliation to another individual. Bullying may include:

- **Verbal:** Name-calling, teasing, threats
- **Physical:** Hitting, pushing, damaging property
- **Social/Relational:** Excluding, spreading rumors, embarrassing someone in public
- **Cyberbullying:** Sending mean or threatening messages, posting harmful content online, or misusing social media to target others

Policy Number	Policy Status	Approval Date
2025-011	Approved	10/15/2025



Haverhill Travel Basketball, INC

PO Box 5497 Bradford, MA 01835

www.haverhilltravelbasketball.org

978-312-3124

2. Prohibited Conduct

HTB strictly prohibits:

- Harassment or bullying of any participant, including players, coaches, parents, board members, or officials
- Retaliation against anyone who reports harassment or bullying in good faith
- Use of social media, texting, or other electronic communication to harass, bully, or intimidate

3. Reporting Procedures

- Any player, parent, coach, or volunteer who experiences or witnesses harassment or bullying should immediately report the incident to a coach, director, or HTB Board member.
- Coaches are required to complete an **Incident Report Form** for all reports.
- Reports may be made verbally or in writing and will be taken seriously regardless of format.
- Anonymous reports will be accepted, though they may limit HTB's ability to fully investigate.

4. Investigation

- The HTB Board of Directors (or designated committee) will review and investigate all reported incidents promptly.
- Both the accused and the accuser will have the opportunity to share their perspective.
- Investigations will be handled confidentially to the extent possible.

5. Disciplinary Action

If harassment or bullying is confirmed, HTB may impose disciplinary action, including but not limited to:

- Verbal or written warning
- Temporary suspension from practices, games, or events
- Removal from the season
- Permanent removal from HTB programs

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6. Protection from Retaliation

HTB prohibits retaliation against any individual who makes a good faith report or participates in an investigation. Retaliation itself will be treated as a serious violation of this policy.

7. Acknowledgment

By registering with HTB, all players, parents/guardians, coaches, volunteers, and board members agree to abide by this Anti-Harassment & Bullying Policy and understand that violations may result in disciplinary action.

APPROVED

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