HUDSON'S BAY ATHLETICS

Respect. Report. Respond.

Every athlete. Every team. Every season.

Being an Eagle means more than representing your team. It means treating others with dignity, taking responsibility for your actions, and speaking up when something isn't right.

Our expectation is simple: You do not have to be friends with everyone, but you are expected to treat everyone with respect.

1. KNOW WHAT IS AND IS NOT OKAY

WHAT IS OKAY ✓

- Encouraging and celebrating other athletes and teams.
- Having disagreements without insults, threats, or personal attacks.
- Giving respectful feedback and resolving conflict appropriately.
- Posting and sharing appropriate photos with respect for others.
- Speaking up when someone is being mistreated.
- Asking a trusted adult for help, even if you are unsure whether something is bullying or harassment.

WHAT IS NOT OKAY ✗

- Making sexual comments about someone's body, appearance, clothing, or what you would do to them.
- Sharing, cropping, editing, or circulating someone's photos to embarrass, sexualize, or humiliate them.
- Using racial, homophobic, disability-related, or other identity-based slurs.
- Threatening, intimidating, humiliating, or repeatedly targeting another student.
- Damaging, defacing, or altering someone's posters, photographs, belongings, or team materials.

- Posting hurtful comments, spreading rumors, or participating in group chats that target other students.
- Encouraging, laughing at, sharing, or escalating harassment.
- Retaliating against someone for reporting a concern or participating in an investigation.

**Remember: "It was just a joke," "Everyone was doing it," or "It was in a private group chat" does not excuse harmful behavior.

2. IF SOMETHING HAPPENS: REPORT IT

STEP 1: STOP AND STAY SAFE

If you are involved, do not respond with more insults, threats, or inappropriate comments. If you witness something, do not encourage it. If it is safe, speak up or help the student get support.

STEP 2: SAVE WHAT YOU CAN

If something happens online, save screenshots, messages, dates, usernames, and other relevant information when safe and appropriate. Do not forward harmful content to other students. You can still report something even without screenshots or proof.

STEP 3: TELL A TRUSTED ADULT

You can report concerns to:

- Your coach or another trusted coach.
- Athletic Director Jessica Thompson.
- A school administrator. Beardmore, Roberts, Eraky or Lind
- Your school counselor or another trusted staff member.

You do not have to report to your coach first. If the concern involves a coach, or you are uncomfortable reporting to that person, go directly to another trusted adult or administrator.

If someone is in immediate danger, notify an adult immediately.

STEP 4: KEEP SPEAKING UPIf something happens again, report it again. If you feel your concern has not been addressed, speak with another trusted adult or administrator. Reporting is not causing drama. Reporting helps keep our school safe.

3. WHAT HAPPENS WHEN YOU REPORT?

WE LISTEN. An adult will take your concern seriously, ask questions, and determine whether immediate safety support is needed.

WE DOCUMENT. We will record the concern and review available information. We may speak with students, witnesses, coaches, or other adults.

WE RESPOND. Administration will determine appropriate next steps using school and district procedures. Depending on the situation, this may include student support, parent communication, education, corrective action, or discipline.

WE FOLLOW UP. We will check in with affected students, reinforce expectations, and address any new concerns. We will protect student privacy and share information as permitted.

WE PROTECT AGAINST RETALIATION. No student should be threatened, excluded, intimidated, or targeted for making a good-faith report or participating in an investigation.

4. OUR BAYWAY COMMITMENT

Empathy: I consider how my words and actions affect others.

Ownership: I take responsibility for what I say, post, share, and do.

Perseverance: I make better choices, even when emotions are high.

Community: I represent Hudson's Bay with pride and respect for every team.

Critical Thinking: I think before I speak, post, share, or react.

Our promise: Every report will be taken seriously. Every student deserves to feel safe. Every athlete is responsible for contributing to a culture of respect.