

STAND **UP** TO HARASSMENT

Harassment includes, but is not limited to, offensive language, jokes, or other verbal, emotional, or physical misconduct relating to one's race, color, gender, gender identity, sexual orientation, religion, national origin, age, perceived socioeconomic class, or disability which interferes with one's performance or creates an intimidating, hostile, or offensive environment. All participants (student-athletes, coaches, and umpires) and spectators should feel safe and respected during practice and competition.

Coaches are encouraged to STAND up to harassment at practices and competitions by following the STAND-up model of thoughtful intervention.

When harassment is observed or reported:

STOP

- › Stop the activity in progress.
- › Intervene immediately and involve an administrator and/or security, if necessary.

TAKE ACTION

- › Separate the parties involved, with assistance from administrators, umpires, or security, as needed.
- › Encourage teams to separate to neutral areas.
- › Model respectful and professional behavior when you intervene.

ASSESS

- › Do a temperature check of the situation.
Ask: Does anyone need medical attention? Does a guardian need to be called? Is there continued risk?
- › Conduct an emotional check-in with parties involved.
Ask: How can I support you right now? Would you like me to call someone?
- › Determine if a return to play is appropriate. Do not restart play if the harassment or abuse continues or if assessment shows continued risk to the involved parties.

NAVIGATE

- › Document the incident within 24 hours by submitting an incident report or, if you cannot locate a form, record the incident in writing and email it to yourself to establish a timestamp of your reporting. Capture as many details as possible.
- › Report the incident to relevant governing bodies and school officials at your institution and the opposing institution.
Report destinations to consider: your and the opponent's institution, athletic director, conference office, district office, league office, club, and state sports federation.
- › Confirm that the reported incident was received and is under review.

DISCUSS

- › Check-in with parties involved and their guardians, if applicable.
- › Discuss the incident with athletes and staff.
- › Offer assistance and resources to parties involved and guardians, if applicable.

