



Anti-Bullying Policy

Invictus Martial Arts is committed to maintaining a safe and respectful environment for all members, coaches, staff, guests, family, and visitors. Our Anti-Bullying Policy outlines our stance against bullying and provides guidelines for prevention, intervention, and addressing such behavior.

1. Working Definition of Bullying:

- Bullying is any repeated, intentional, and aggressive behavior that causes distress, discomfort, or harm to another individual. This includes verbal, physical, or written actions that demean, intimidate, threaten, humiliate, or harm.

2. Prohibited Behaviors:

- Bullying, in any form, is strictly prohibited within the premises and related activities.

3. Reporting Mechanisms:

- Any member, coach, staff, guest, family, and visitor who experiences or witnesses bullying is required to report the incident to management or the owners promptly.
- Reports can be made in person, in writing, or anonymously if preferred. Contact information for reporting will be prominently displayed within the facility.

4. Confidentiality:

- All reports of bullying will be treated with the utmost confidentiality to the extent permitted by law. Only individuals involved in the investigation and resolution process will have access to the information.

5. Investigation and Resolution:

- Upon receiving a report, management will conduct a thorough and impartial investigation.
- Appropriate actions will be taken to address the situation, which may include involving law enforcement.

6. Non-Retaliation:

- Retaliation against individuals who report bullying, participate in investigations, or support the resolution process is strictly prohibited.

7. Supportive Environment:

- We are committed to providing support for individuals who have experienced bullying. Resources such as counseling services may be made available upon request.



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8. Prevention and Education:

- We provide regular opportunities for training and education to for members, coaches, staff, guests, and family on the importance of preventing bullying and creating a respectful culture.

9. Consequences:

- Any member or individual found to have engaged in bullying behavior may face immediate disciplinary actions, up to and including suspension or expulsion from our facility.

10. Review and Revision:

- This policy will be periodically reviewed and updated as needed to ensure its effectiveness and alignment with current best practices.

By adhering to the Anti-Bullying Policy, we are dedicated to creating an environment where all individuals can pursue their fitness goals free from the fear of bullying. We appreciate your commitment to upholding these principles and contributing to a safe and respectful gym culture at our facility.