

Anti-Bullying Policy

Effective October 2026 · Applies to athletes, staff, parents and visitors · Reviewed every year

Every athlete at Apex Gymnastics, LLC ("Apex") deserves to train without fear. Bullying and hazing are not allowed in the gym, at meets, camps, parties and events, during travel, or online when it affects anyone at Apex. This policy works together with the Apex Code of Conduct and the Abuse and Misconduct Prevention Policy.

1. What bullying is

Bullying is behavior that is meant to hurt, frighten, exclude or embarrass someone. It is usually repeated, and the person doing it often has more power, such as being older, more skilled or more popular. It includes:

Type	Examples
Physical	Hitting, pushing, tripping, taking or damaging belongings
Verbal	Name-calling, teasing, insults, threats, comments about someone's body, skills or background
Social	Leaving someone out on purpose, spreading rumors, turning others against someone
Online	Mean messages, posts, photos, group chats or comments about someone at Apex

Hazing is any initiation, "rite of passage" or team tradition that humiliates, scares or endangers someone. Hazing is not allowed, even if the person agrees to it.

A single argument or disagreement between friends is not usually bullying. Coaches still step in and help athletes resolve it.

2. What Apex expects

- **Athletes** say only positive things to teammates, include everyone, and keep a polite distance from anyone they cannot get along with (Team Program Handbook, rules 4–6).
- **Staff** supervise every area athletes use, including the lobby and cubbies; step in at once when they see bullying; model respectful behavior; and assign groups and partners so no one is left out.
- **Parents** model respect, talk with their children about bullying, and report what they see or hear.
- **Everyone** who sees bullying is encouraged to speak up or tell an adult.

3. How to report

- Athletes tell any coach.
- Parents and others tell a coach or the Owner at (715) 539-3333 or office@apexgymnast.com.
- Screenshots or other proof of online bullying help and are welcome.
- Reports are kept as private as possible.

4. How Apex responds

1. **Stop it.** Staff step in right away and make sure everyone is safe.
2. **Listen.** Staff talk with the athletes involved, separately.
3. **Record it.** The coach tells the Owner and writes a short report the same day.
4. **Tell parents.** The Owner contacts the parents of the athletes involved promptly.
5. **Apply consequences** using the steps in the Code of Conduct. Serious or repeated bullying may skip steps and can lead to removal from the program.
6. **Follow up** with the athlete who was bullied within two weeks to make sure it has stopped.

Threats of violence or possible crimes are reported to the police. Bullying of an athlete by a staff member is handled under the Abuse and Misconduct Prevention Policy.

5. No retaliation

No one may punish, threaten or exclude a person for reporting bullying in good faith. Retaliation is treated as bullying.

Alex Gold, Owner, Apex Gymnastics, LLC

Date