



# **Australian National Archery Association Zero Tolerance Policy**

October 2018

To further enhance the environment for all participants, particularly in creating a safe, enjoyable environment for all archers, the Australian National Archery Association has a Zero Tolerance Policy for Competitors, Parents/Guardians and Spectators.

This Policy applies to all members, registered affiliates, competitors, staff, volunteers' parents/guardians, coaches, family members or spectators displaying inappropriate behaviours at any event or venue under the authority of the Australian national Archery Association or Club.

All members, registered affiliates, competitors, staff, volunteers' parents/guardians, coaches, family member or spectators have to accept responsibility for their behaviour.

There will be a zero tolerance policy towards any inappropriate behaviour from members, registered affiliates, competitors, staff, volunteer's parents/guardians, coaches, family member or spectators. Inappropriate behaviour may include but is not limited to: Harassment, Sexual Harassment and Intimidation, Discrimination, Berating, Abuse, Bullying, Profanity, Sledging, Anti Social Behaviour, Persistently or wilfully questioning or challenging the rulings of the officials

In the first instant a warning or direction to cease will be issued. Continued inappropriate behaviour or failure to comply with the warning or directions will result in this policy's being enforced.

Such continued inappropriate behaviour will result in the competitor's being disqualified from the event or spectator's being asked to leave the venue and may result in further action in line with the Australian National Archery Association Member Protection Policy. In extreme cases the Police or appropriate authorities may be called.

During an event any appeals against disqualification under this policy should immediately be directed to Jury of Appeal prior to the presentation of awards.

This policy is necessary to ensure ever competitor enjoys the archery experience allowing them to perform to the best of their ability without being subjected to inappropriate behaviour.

Members, registered affiliates, competitors, staff, volunteer's parents/guardians, coaches, family members or spectator's parents/guardians or spectators who feel that they cannot refrain from inappropriate behaviour should not to attend any event.

Social Media Policy Page 3

Please note that any action taken under this policy and procedure is entirely separate to any action that may be necessitated by law under the relevant State Legislation or in line with the Australian National Archery Association Member Protection Policy.

## **GLOSSARY**

**Harassment and Intimidation** as viewed in the eyes of the complainant covers a wide range of behaviours of an offensive nature including sexual harassment. It is commonly understood as behaviour intended to disturb or upset, and it is characteristically repetitive. In the legal sense, it is intentional behaviour, which is found threatening or disturbing.

**Discrimination** means treating or proposing to treat someone less favourably because of a particular characteristic in the same or similar circumstances in certain areas of public life (Direct Discrimination), or imposing or intending to impose an unreasonable requirement, condition or practice that is the same for everyone, but which has an unequal or disproportionate effect on individuals or groups with particular characteristics (Indirect Discrimination).

**Berating** means censure severely or angrily usually publicly.

**Abuse** is the improper usage or treatment for a bad purpose, often to unfairly or improperly gain benefit. Abuse can come in many forms, such as: physical or verbal maltreatment or causing injury.

**Bullying** is a form of aggressive behaviour manifested by the use of force or coercion to affect others, particularly when the behaviour is habitual and involves an imbalance of power. It can include verbal harassment, physical assault or coercion and may be directed repeatedly towards particular victims, perhaps on grounds of age, race, religion, gender, sexuality, or ability. In recent times social networking sites such as Facebook and Twitter and Text Messages have begun to be used as a method to bully, harass or intimidate people. The "imbalance of power" may be social power (age, ability), comments and/or physical power.

**Profanity** also known as swearing, cursing or foul speech, is a show of disrespect, a desecration or debasement of someone or something, or just the act of expressing intense emotions. Profanity can take the form of words, expressions, gestures, or other social behaviours that are socially constructed or interpreted as insulting, rude, vulgar, obscene, obnoxious, foul, desecrating or other forms

**Sledging** is a term used to describe the practice whereby some competitors seek to gain an advantage by insulting or verbally intimidating another competitor. The purpose is to try to weaken the competitor's concentration, thereby causing him to make mistakes or underperform.

**Anti Social Behaviour** is a behaviour that lacks consideration for others and may cause damage to property or affront to individuals, whether intentionally or through negligence. Such behaviours may include but not limited to; temper tantrums, uncontrolled or abusive outbursts and inconsiderate actions.