



BULLYING & HARASSMENT POLICY

The Club is committed to providing a caring, friendly and safe environment for all our members so they can participate in sport in a relaxed and secure atmosphere. Bullying or harassment of any kind is unacceptable at our Club. If bullying does occur, all Club members or parents should be able to report to the Club Confidant and know that incidents will be dealt with promptly and effectively.

Anyone who knows that bullying is happening has a duty to report to any Committee Member. This Club is committed to playing its part in educating players about treating each other with respect.

DEFINITIONS

- **Harassment** is the continued and unwelcome behaviour of one person towards another in a manner that is offensive, abusive, belittling or threatening.
- **Sexual harassment** is unwelcome sexual conduct comments in action, speech or writing which makes a person feel offended, humiliated and/or intimidated where that reaction is reasonable in the circumstances. Sexual harassment can take various forms. It can involve:
 - unwelcome touching, hugging or kissing
 - staring or leering
 - suggestive comments or jokes
 - sexually explicit pictures, screen savers or posters
 - unwanted invitations to go out on dates or requests for sex
 - intrusive questions about a person's private life or body
 - unnecessary familiarity, such as deliberately brushing up against someone
 - insults or taunts of a sexual nature
 - sexually explicit emails or SMS messages
 - accessing sexually explicit internet sites
 - behaviour which would also be an offence under the criminal law, such as physical assault, indecent exposure, sexual assault, stalking or obscene communications.

Sexual harassment is not sexual interaction, flirtation, attraction or friendship that is invited, mutual, consensual or reciprocated. Sexual harassment is a legally recognised form of sex discrimination. Sexual harassment and sex discrimination are both unlawful under the Sex Discrimination Act.

Activities associated with sport often have complex inter-personal relationships with one person having power over others (e.g., team selection). Sexual harassment is not just about sex it's also about exerting power over someone else. Sexual harassment can involve participants, coaches and administrators. It can occur between men and women and people of the same sex.

- **Bullying** is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying is considered to be exposure of an individual or small group, repeatedly to negative interactions on the part of one or more dominant person(s) who gain(s) in some way from the discomfort of the victim(s). It may include:
 - Emotional being unfriendly, excluding (emotionally and physically) sending hurtful text messages, tormenting, (e.g. hiding football boots/shin guards, threatening gestures)
 - Physical pushing, kicking, hitting, punching or any use of violence
 - Sexual unwanted physical contact or sexually abusive comments
 - Discrimination racial taunts, graffiti, gestures, homophobic comments, jokes about disabled people, sexist comments,



- Verbal abuse - name-calling, sarcasm, spreading rumours, teasing 23 | Club Handbook 2019
- Excluding or isolating
- Psychological harassment
- Deliberately withholding information that is vital for effective performance.

A single incidence of bullying-type behaviour does not constitute bullying, however it does have the potential to escalate into bullying behaviour and become a health and safety risk and therefore should not be ignored.

Bullying does not include - the legitimate exercise of reasonable actions carried out in a fair and reasonable manner, for example:

- Setting performance goals, standards and deadlines
 - performance management processes
 - disciplinary action or
 - allocation of duties
- **Cyber bullying** is when a person uses technology i.e. mobile phones or the internet (social networking sites, chat rooms, instant messenger, tweets), to deliberately upset someone. Bullies often feel anonymous and 'distanced' from the incident when it takes place online and 'bystanders' can easily become bullies themselves by forwarding the information on. There is a growing trend for bullying to occur online or via texts – bullies no longer rely on being physically near to the young person.

SCOPE

All Club members, coaches, officials and parents should have an understanding of what bullying and harassment are.

POLICY

Bullying and harassment will not be tolerated at the Club and all Club members, officials and coaching staff are to be made aware of the Club policy and follow it when bullying is reported. As a Club we take bullying seriously. Players and parents should be assured that they would be supported when bullying is reported.

PROCEDURE

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Individuals who are bullying need to learn different ways of behaving. This Club has a responsibility to respond promptly and effectively to issues of bullying.

SIGNS AND INDICATORS FOR CHILDREN

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- says he or she is being bullied
- is unwilling to go to club sessions
- becomes withdrawn anxious, or lacking in confidence
- feels ill before training sessions
- comes home with clothes torn or training equipment damaged
- has possessions go "missing"

POLICY REVIEW

This policy will be reviewed annually to ensure it remains relevant to Club operations and reflects both community expectations and legal requirements.