

# ANTI-BULLYING POLICY



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- All attending the NEBULA Wrestling performance centre must understand and acknowledge that although there is no legal definition of bullying, it can be described as unwanted behaviour from a person or group that is either offensive, intimidating, malicious or insulting. Bullying can also be described as an abuse or misuse of power that undermines, humiliates, or causes physical or emotional harm.
  - You must also acknowledge that bullying might be a regular pattern of behaviour, a one off incident, happen face-to-face, on social media, in emails or calls, happen at work or in other work-related situations, not always be obvious or noticed by others.
  - Treat everyone with kindness and respect regardless of their age, gender, identity, sexual orientation, ethnicity, skill or experience. We at NEBULA Wrestling believe this is important as it represents our values and will contribute to the overall health and culture of the UK Professional Wrestling scene.
  - Refrain from losing your temper when in or around the premises. Screaming or yelling at others as a result of anger is a form of emotional abuse and bullying which will not be tolerated. Any issues should be reported to the head trainer or the head of safeguarding.
  - No self perceived act of justice should be taken out by anyone attending the performance centre. Any issues should be reported to the head trainer or head of safeguarding.
  - Do not cause excessive harm to those who you are working with. We understand that the nature of wrestling warrants a level of risk and contact when performing however such performances should not result in one person causing excessive or unnecessary harm to another on purpose.
  - Do not give receipts under any circumstances. A receipt in wrestling terms is when a trainee or performer would hit the person they're working with too hard usually in retaliation to being hit too hard initially. This does not align with our morals and sense of professionalism at NEBULA Wrestling and can also be deemed an act of bullying.
  - Do not form cliques or groups in an attempt to make others feel isolated. We at NEBULA Wrestling believe that everyone should feel involved and welcomed. Purposefully making someone feel cut-off can be very damaging to one's mental health and can also be deemed an act of bullying.
  - If you witness or discover information of someone being bullied, you must notify the head of safeguarding.

Please note the provisions in this policy are subject to amendment at the discretion of NEBULA Wrestling management.

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Head of safeguarding: Juliette De Momigny

Head of safeguarding contact: [Juliette.nebulawrestling@gmail.com](mailto:Juliette.nebulawrestling@gmail.com)