



<b>Title</b>	Bullying & Harassment Policy		
<b>Issue Date</b>	10/02/26	<b>Review Date</b>	

### 1. Overview

Bonbeach YCW Junior Cricket Club (“the Club”) is committed to providing a safe, inclusive, respectful, and positive environment for all participants. The Club recognises that bullying, harassment, discrimination, and victimisation have no place in junior sport and can cause significant harm to individuals and the wider Club community.

The Club has a zero-tolerance approach to bullying and harassment in any form and is committed to preventing, addressing, and responding to inappropriate behaviour in a timely, fair, and appropriate manner.

This policy aims to promote respectful behaviour, protect the wellbeing of children and young people, and ensure that all junior cricket activities are conducted in an environment that supports participation, development, enjoyment, and safety.

### 2. Scope

This policy applies to all Bonbeach YCW Junior Cricket Club members, volunteers, officials, parents, carers, and visitors who are involved in or attending junior cricket activities. It applies to all junior training sessions, matches, competitions, programs, meetings, events, and any other activities conducted or sanctioned by the Club. This is applicable to activities which are held at Bonbeach YCW Junior Cricket Club facilities or external venues where the Club is the host or responsible party.

### 3. Details

The Club is committed to preventing bullying and harassment and has established the following expectations and requirements.

- Bullying, harassment, discrimination, victimisation, and vilification are not tolerated under any circumstances.
- All participants must be treated with dignity, respect, and fairness at all times.
- Refrain from sledging, intimidation, humiliation, exclusion, or spreading hurtful rumours/posts.
- Uphold codes of behaviour in cricket (players, coaches, parents/spectators) and the Spirit of Cricket.
- Behaviour that intimidates, humiliates, threatens, degrades, or excludes another person is unacceptable.
- Bullying may be verbal, physical, social, psychological, or cyber-based and may occur as a single serious incident or as repeated behaviour over time.



- Harassment includes any unwelcome behaviour that a reasonable person would consider offensive, intimidating, or humiliating.
- Cyberbullying, including inappropriate use of social media, messaging platforms, or online forums connected to Club activities, is considered a breach of this policy.
- Retaliation against a person who raises a concern or complaint is strictly prohibited.
- All adults are expected to model appropriate behaviour and actively contribute to a safe and positive junior sporting environment.

This policy operates in conjunction with the Club's Codes of Conduct, Child Safety policies, and any other relevant behavioural policies.

#### **4. Breaches**

The Club takes all allegations of bullying and harassment seriously and any breach of this policy will be managed promptly and appropriately.

- Complaints may be raised verbally or in writing with a Coach, Team Manager, Committee member, or other designated Club representative.
- Immediate action may be taken to ensure the safety and wellbeing of those involved, including separating parties or removing individuals from the activity or venue.
- All reports will be handled sensitively, confidentially where possible, and in accordance with procedural fairness.
- Breaches may be addressed by the Club Committee or its delegated representatives.
- Depending on the seriousness of the breach, actions may include verbal warnings, removal from official duties, suspension, bans or further disciplinary action in line with Club policies and applicable league, association or governing body regulations.
- Breaches involving child safety concerns will be treated seriously and may be escalated in accordance with relevant legislation and reporting obligations.

Where an investigation is completed and it is determined a patron ban is the appropriate course of action, this must be approved by the President.

#### **5. References & Definitions**

Bonbeach YCW Junior Cricket Club is an affiliated club and is bound by the policies, codes of conduct, and regulations of its relevant governing bodies and associations. This policy operates in conjunction with, and does not replace, any alcohol management, child safety, member protection, or code of conduct policies issued by Cricket Victoria, Cricket Australia, the relevant league or association, or any other applicable governing body. Where there is any inconsistency, the higher standard of policy or requirement will apply.

The following definitions are provided to clarify the meaning of key terms used within this policy and to support its consistent and effective implementation.

- **Bullying:** Repeated or significant, unreasonable behaviour directed at a person or group that creates a risk to health and safety (physical, verbal, psychological, social, or online), including cyberbullying. It is an inappropriate use of power and may be carried out by one or more people. Not all one-off poor behaviour is bullying, but single incidents may still breach a code of conduct.
- **Harassment:** Unwanted behaviour that a reasonable person would consider offensive, intimidating, humiliating or threatening, including sexual harassment or conduct based on protected characteristics (e.g., race, sex, disability, religion).
- **Victimisation/Vilification:** Treating a person badly for making or intending to make a complaint; or targeting someone with hatred based on a protected characteristic.
- **Cyberbullying:** Bullying or harassment that occurs through digital platforms, including social media, messaging services, emails, or online forums.
- **Junior Activity:** Any training session, match, competition, program, event, or meeting involving junior players.
- **Official Capacity:** Any role appointed or endorsed by the Club, including Coach, Team Manager, Umpire, Scorer, or volunteer performing a formal function.

## 6. Responsibilities

Role	Responsibility
Committee	<ul style="list-style-type: none"> <li>• Approval of this policy</li> </ul>
Executive Committee	<ul style="list-style-type: none"> <li>• Ensure management of procedural elements, including record keeping</li> <li>• Review the policy</li> <li>• Approval of minor administrative and/or editorial changes</li> <li>• Formal communication to all impacted areas</li> </ul>
President	<ul style="list-style-type: none"> <li>• Oversight of policy implementation</li> <li>• Approval of suspensions and bans</li> </ul>

## 7. Approvals & Revisions

Date	Description	Approved By
10/02/26	Bullying & Harassment Policy Approval	Committee