



Junior Sports Club

Policy Name: Bullying
Policy Authorisation and Date: Association Committee 13 December 2018

Bullying

Purpose:

To ensure that no bullying occurs in our club.

Key Relevant Club Objectives:

- Player self-esteem
- The Club provides an environment that is safe, friendly and inclusive for all
- Development of player sporting, personal and social skills

Policy:

Bullying harms individuals and damages team spirit.

Bullying includes any deliberate form of:

- **verbal abuse;**
- **cyber abuse – electronic / digital communication (internet & mobile phone ie SMS / instant message / email; social media ie Instagram / Facebook / Twitter / Snapchat / YouTube); and**
- **physical aggression or ‘humour’**

which humiliates, intimidates, insults, excludes, threatens, harasses and/or ‘puts down’ another. Bullying is not just ‘mucking about’ – it can really hurt someone.

It is not OK for a player or member of the Club to:

- ‘gang up’ on another player or member of the Club and exclude them;
- tease a player or member of the Club, call them names, talk about them behind their back;
- publish online someone's private, personal or embarrassing information without permission, or spread rumours online;
- send insulting or threatening text messages, instant messages or emails; and
- forward or share unflattering or private images without permission.

Bullying is unacceptable to the Club. The following protocols are designed to prevent bullying and, where it arises, allow it to be dealt with swiftly in order to minimise harm to the individual (s) and team morale.

Individuals witnessing bullying or hearing about bullying must report it to their team manager. The team manager will be required to act in accordance with the protocol set out below.

- Any person experiencing this or witnessing it or being told about it (e.g. a parent) has a duty to report it to the manager. Reporting is everybody's responsibility, not just the person(s) experiencing the bullying.
- The manager will speak with the person who is bullying and draw their attention to the policy. They will be asked to apologise to the person(s) they bullied. They will also be warned that should any future incident of bullying occur further sanctions will apply.
- Where the behaviour persists and any further incident of bullying or harassment occurs (in whatever form), in addition to again apologising to the person(s) directly involved, the player concerned will be required to:
 - (a) publicly apologise to the team (for letting them down) at the next training session; and
 - (b) miss at least one match.
- Where this fails to alter bullying behaviour the player will be suspended and called before the club's management committee.
- If the person(s) directly involved is a parent or club official, the matter will be directed to the relevant operations committee and dealt with as a grievance (see below).

GRIEVANCE PROCESS

In the case of dispute/grievance/disciplinary issue, the matter must be referred to the relevant Operations Committee, provided that with the exception of the Committee Chairperson, any parent of player in that age group takes no part in the decision. Matters referred to the Operations Committee will be heard within 7 days. The respective Operations Committee shall determine the appropriate resolution and / or penalty for policy contravention.

Should the parties not reach a resolution; the dispute may be escalated to the Association Committee for consideration and resolution. This committee will hear and determine any appeal within 7 days for receipt of referral.

REFERENCE: Australian Sports Commission Bullying Factsheet
<http://www.mwfa.com.au/wp-content/uploads/2015/04/Australian-Sports-Commission-Factsheet-Bullying.pdf>