



HARRASEMENT AND BULLYING POLICY

PURPOSE

To deter all participants in the sport from effecting any form of harassment and or bullying, and to ensure the conduct of those who attend the club facility are not subjected to any of the traits referred to below.

Child Abuse is conduct which puts children at risk of harm, usually by adults, and sometimes by other children, and often by those they know and trust. Children may be harmed by both verbal and physical actions and by people failing to provide them with basic care.

Child Abuse may include:

Physical Abuse

Sexual Abuse

Emotional Abuse

OBJECTIVES

To deter anything whatsoever, of any harassment, which is any type of behaviour that the other person does not want, and does not return, and that is offensive, abusive, belittling or threatening.

Such behaviour is unwelcome and not tolerated and of a type that a reasonable person would recognise as being unwelcome and likely to cause the recipient to feel offended, humiliated or intimidated.

POLICY

Unlawful harassment includes sexual or targets a person because of their race, sex, pregnancy, marital status, sexuality or other characteristic Whether or not the behaviour is harassment is determined from the point of view of the person receiving the harassment.

The basic rule is if someone else finds it harassing then it could be harassment.

Harassment may be a single incident or repeated. It may be explicit or implicit, verbal or non-verbal. Public acts of racial hatred which are reasonably likely to offend, insult, humiliate or intimidate are also prohibited.

This applies to spectators, participants or any other person who engages in such an act in public.

A person who is the subject of a Complaint must be fully informed of the allegations against them.

A person who is the subject of a Complaint must be given full opportunity to respond to the allegations and raise any matters in their own defence.