

Bullying Policy

Board of Directors NSW Basketball Association

REVISED: 27 Jan. 06



It is NSWBAL policy that all participants, administrators, players, officials, parents and spectators should enjoy a good working relationship with each other. This means that everyone should feel comfortable in the sporting environment and that all differences should be respected. An important part of good working relationships is that everyone must be able to work in an environment free from harassment, which is behaviour that they do not like or do not want to happen. Harassment is seen from the point of view of the person that is receiving the behaviour, not from the point of view of the person carrying on the behaviour.

Bullying is harassing behaviour which makes a participant feel intimidated, belittled or humiliated. It is not necessarily limited to the grounds outlined in the ***Anti-Discrimination Act 1977***

Administrators, coaches/officials and supervisors should ensure that proper standards of conduct in the sporting environment are maintained and harassment/bullying in any form is not acceptable and will not be tolerated. Players should not be allowed to intimidate, belittle or humiliate their team mates or their opposition players either before, during or after a game/training. It should be noted that in today's environment the use of mobile phones is a method where this bullying behaviour can be continued long after the training or game is completed. If this occurs players and parents should be aware that the messages can be downloaded and presented as evidence of the inappropriate behaviour.

Harassment/bullying can be overt (obvious) or subtle, direct or indirect. It can arise out of one incident, or it can result from several incidents, which taken together, create a pattern of harassment/bullying.

Examples of bullying are:

- Constant criticism with or without justification
- Personal criticism
- Browbeating
- Threats
- Loud and aggressive tactics including yelling abuse
- Isolating team mates from normal team interactions

- Comments designed to make a person feel ill at ease or uncomfortable, for example comments that are personally directed, or are meant to exclude, embarrass or shift the responsibility for a mistake.

Complaints of harassment/bullying must be investigated immediately by the appropriate person with due regard to the sensitivity of the issue and the privacy and rights of the individuals concerned. All complaints should be dealt with in a timely fashion, but keeping in mind the principles of natural justice, procedural fairness and the need to maintain confidentiality.

Appropriate counselling and disciplinary action should be taken as required.