

## **Anti Bullying/Harrassment Policy:**

### ***Purpose and scope***

Sandy Saints Basketball Club recognizes the right of all players, parents, team officials and other associates to play basketball for the Club in an environment free from bullying and harassment.

The purpose of this policy is to inform all players, parents and team officials representing or associated with the Club in any capacity of their rights and responsibilities.

### **Policy**

#### **The Club strives to create a safe and respectful playing environment.**

Any player, official, Club representative or spectator found to have engaged in bullying or harassment of another player, official, Club representative or spectator will be subject to the procedure outlined below.

The Club will not tolerate bullying or harassment of any kind from its members, team officials, parents, associates, other.

This includes uninvited or unwelcome behavior that offends, intimidates or humiliates another person or any action or implied action intended to cause fear or distress. Such bullying/harassment can be emotional, verbal and/or physical. It can be subtle or obvious, and can occur once or over a period of time. Examples include threats of violence, actual physical violence or intimidation, verbal malice, exclusion of the victim and harassment (including sexual or racial).

This policy is designed in response to the understanding that this type of behaviour has painful consequences for the victim; and also subsequently for the team environment in our Club.

### **Procedure**

1. The initial complaint should be made to the Team Manager or other Club Official depending on the situation.
2. If the incident occurs in a game situation, the Team Manager should approach the game Referee, and then, if necessary, the Referee Supervisor to try and resolve the issue at the time.
3. The incident should later be documented using the SSBC - General Complaint Form found on the Club Website. Go to:  
[http://www.foxsportspulse.com/club\\_info.cgi?clubID=157889&c=0-10351-0-0-0](http://www.foxsportspulse.com/club_info.cgi?clubID=157889&c=0-10351-0-0-0)
4. The form should detail what has occurred, what he/she, and the family where a child is involved, feels should happen next, and the impact this incident has had on him/her.
5. The Team Manager or Official may be asked to specify:

- What has occurred
  - The grounds for the complaint
  - Who is responsible
  - What steps, if any, have been taken to resolve the issue(s) raised, and
  - The desired outcome.
6. If the issue is not resolved, the respondent - either an individual or Club representative, will be notified by the Club President that a formal complaint has been made. The details of the complaint will be explained to him/her and an opportunity provided to formally respond.
  7. The individual may not realise the effect that his/her behavior is having and feedback may give the opportunity to cease or change his/her behaviour.
  8. At the conclusion of this process, if the complaint is substantiated, action will be taken to resolve the issue and prevent recurrence. Action may involve:
    - Additional training in bullying
    - Formal counselling or warning
    - An apology to the victim.
    - Deregistration
  9. If the complaint is not substantiated or found to be lacking in substance, the parties will be consulted as to the most appropriate way to resolve the issue.
  10. The incident will be logged in Club Records for 2 years, so that should this type of behaviour continue, or occur again, the relevant member would be de-registered
  11. If a player is de-registered from the Club the Member Protection Officer of the Southern Basketball Association(SBA) will be notified to ensure that the perpetrator of the bullying behaviour is unable to play for/be involved with another Club in this competition in the current season.
  12. The Sandy Saints Committee will at all times be made aware of the situation.