



Title	Bullying Policy
Doc #	1
Version	1/1
Last Review Date	2020-09
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TMFNC Bullying Policy

This policy aims to demonstrate the strong commitment of the management, staff, volunteers, players and spectators of the Terang Mortlake Football Netball Club to an environment free from bullying at TMFNC.

This policy will help to ensure the club:

- Is a safe and supportive environment, free from bullying, for all members of the TMFNC community.
- That everybody feels valued, respected and safe and where individual differences are appreciated, understood and accepted,
- An environment in which everyone feels valued and respected.

This policy applies to all individuals involved in our organisation (paid and volunteer) including, but not limited to:

- Administrators
- Coaches
- Officials
- Players
- Parents/Guardians
- Spectators.

Commitment to Child Safety:

All children who are a part of the Club have a right to feel and be safe. The welfare of the children in our care will always be our first priority and the Club has a zero tolerance to child abuse. The Club aims to create a child safe and child friendly environment where children feel safe and have fun and the Club's activities are always carried out in the best interests of the children.

General Principles:

It is expected that all members of TMFNC will endeavour to:

- Uphold the dignity and respect of the individual
- Promote the principle of equal opportunity
- Refrain from any behaviour that attacks a person's dignity and rights, morale and work effectiveness.

Bullying is defined as:

The most frequently cited definition of bullying is the "repeated oppression, psychological or physical, of a less powerful person by a more powerful person or group of persons" (Rigby 1996). There are three critical points in this definition:

1. **Power:** Children who bully may acquire power through various means: physical size and strength; status within a peer group; and recruitment within the peer group so as to exclude others.
2. **Frequency:** Bullying is not a random act; it is characterized by its repetitive nature. Because it is repetitive, the children who are bullied not only have to survive the humiliation of the attack itself but live in constant fear of its recurrence.
3. **Intent to harm:** Bullies usually deny any intent to harm others and may not always be fully conscious of the harm they cause. Causing physical and emotional harm however, is usually a deliberate act. It puts the child who is bullied in a position of oppression by the child who bullies.

Bullying is "recipient defined", i.e. "It was only a joke" or "He doesn't mind" is an unacceptable excuse. In many cases of bullying, there are elements of harassment and discrimination on the grounds of 'difference'. The intention of the bully is irrelevant; the important factor is the harm done to the other person.



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Bullying can be...

- **Physical:** Kicking, punching, pushing, shoving, spitting, fighting, damaging or destroying other people's property, jostling, pinching, touching, or any unwelcome physical intimidation, such as gestures or staring.
- **Verbal:** Offensive or abusive comments, sarcasm, crude jokes and comments, ridiculing appearance, actions or beliefs, obscene or threatening phone calls and emails, teasing or putting other people down (sledging and pay-outs), verbal intimidation, whistling.
- **Social:** Exclusion, spreading rumours, gossip, racial or sexual comments, graffiti and notes about others, emails, SMS and chat rooms.
- **Emotional:** Victimisation, instilling fear in others, extortion (forcing other players to hand over money, food or other possessions), forcing other players to do their work.

Within TMFNC all persons have certain rights. However, along with those rights we also must take responsibility for our own actions.

All persons have the right:

- To feel safe, cared for and respected whilst at the Club.
- To be free from threat and intimidation.
- To have an enjoyable day at sport.
- To have a pleasant, healthy and safe environment.

All persons have the responsibility:

- To consider the impact of their actions on others.
- To respect the property and rights of others.
- Not to accept bullying, but to report it.
- To follow the Club's Policies and rules.

All Club officials have the responsibility to:

- Provide a safe, secure learning environment for our members/players.
- Strive to provide an environment free from bullying, harassment, intimidation and abuse.
- Engender a culture where to "ignore" bullying is to condone it.
- To be role models in word and action at all times.
- To follow Club Policy

Non Compliance:

In the first incident of bullying behaviour that is deemed to be non-compliance with this policy and/or not acceptable by the club an Official Notice of Warning will be issued, however further sanctions may also apply dependent upon severity and consequences of offence. If a repeat offence occurs then further sanctions, including suspensions may be implemented. Concerns for child safety or breaches of law will be referred directly to appropriate authorities.

In regards to team selection if an episode of bullying has been deemed significant by the club, whether this behaviour has occurred at the club or outside of it, the TMFNC are obligated to take action for the safety and welfare of the victim. The most likely action will be to separate and place in different teams the bully and the victim. It is the TMFNC stance that the victim will not be disadvantaged by this.