



ANTI-BULLYING POLICY

Statement of Intent

This policy applies to all members, committee, coaches, players, spectators and volunteers of the Canterbury Football Club.

What is Bullying?

The Canterbury Football Club is committed to providing a caring, friendly and safe environment for all of our members so they can train and play in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, it will be dealt with directly by the club promptly and effectively.

Bullying is the use of aggression with the intention of hurting another person.

Bullying can be:

- **Emotional:** being unfriendly, excluding, tormenting
- **Physical:** any use of violence
- **Racist:** racial taunts, graffiti, gestures
- **Sexual:** unwanted physical contact or sexually abusive comments.
- **Homophobic:** because of, or focusing on the issue of sexuality
- **Verbal:** name-calling, sarcasm, spreading rumours.
- **Social/Cyber:** All areas of internet, such as e-mail, Twitter & Facebook. Mobile threats by text messaging and calls.

Everybody has the right to be treated with respect. Members who are bullying need to learn different ways of behaving. We all have a responsibility to respond promptly and effectively to issues of bullying.

Policy Objectives

- All members should know what the club policy is on bullying, what they should do if bullying arises and follow the policy when bullying is reported.
- As a club we take bullying seriously. Everyone should be assured that they would be supported when bullying is reported.
- Bullying will not be tolerated.



Procedures

1. Report bullying incidents to a committee member, principally the President, Vice- President or Secretary
2. All Parties are to be informed and will be asked to come to a meeting to discuss the problem.
3. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
4. An attempt will be made to help the bully (or bullies) change their behaviour.

Prevention

The following four-step non-compliance strategy will be followed if anyone breaches the Canterbury Football Club Anti-bullying Policy.

1. Assume the person is unaware of the policy.
2. A staff member or club representative will approach the person breaching the policy and ask them to refrain from the behaviour and remind them about the policy and why it matters.
3. If an offence continues, the President, Vice-President or Secretary will verbally warn them again and hand over a formally written letter or behaviour contract to sign and return. The letter will outline the Anti-bullying Policy and state that if the person continues the behaviour they will be asked to leave.
4. If the bullying does continue then the guilty party will be reported to the Victorian Amateur Football Association and asked to leave the club.