



## **ANTI BULLYING, DISCRIMINATION AND HARASSMENT POLICY**

### **PURPOSE**

Altona East Soccer Club has a zero tolerance to Bullying, Discrimination or Harassment in its club and is committed to providing all players a fun, positive, and secure environment in which to learn and enjoy the game of soccer. The purpose of the policy is to support all members, parents, carers, players and supporters and provide an environment that is free from Bullying, Discrimination and Harassment.

### **DEFINITIONS**

Bullying is defined as conduct, gestures or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to another person, and which create a hostile or intimidating environment, or which negatively affects a person's physical and/or emotional well-being. Bullying is any written, verbal or physical act, or any electronic communication, whether it is a single incident or a series of incidents that results in intentional pain and distress to the victim.

Discrimination is defined as when someone is treated or it is proposed they be treated, unfavorably because of a personal characteristic protected by Commonwealth, state or territory law. In Victoria, it is unlawful to discriminate based on the following characteristics; age, disability, gender identity, lawful sexual activity, marital status, physical features, race, sex, sexual orientation, political or religious beliefs or activities, association with someone with the above attributes.

Harassment occurs when someone is made to feel intimidated, insulted or humiliated because of their; identity, race, culture or ethnic origin, religion, physical characteristics, gender, sexual orientation, marital or parenting or economic status, age, ability, or disability. Harassment also includes sexual harassment which occurs when; comments about someone's private life or the way they look, sexually suggestive behaviours such as staring and inappropriate whistling, brushing up against someone, fondling or unwelcome touching or hugging, sexually suggestive comments or jokes, displaying offensive material both print or electronic, sexually suggestive text messages or posts on social networking sites.

### **POLICY**

This policy applies to all participants, officials, members and or spectators at anytime whilst on our grounds, visiting other grounds, or when representing the club or in club colours.



At Altona East Soccer Club everyone is encouraged to not tolerate negative behaviours outlined throughout this policy. Anyone that is aware of these behaviours taking place has an obligation to report the incident. All stakeholders are assured that they will be supported by the club when bullying is reported.

## **PROCEDURE**

Players and/or Parents should report bullying incidents to the Team Coach or Manager. In the event that this is not practical you may contact the club Wellbeing Coordinator.

The issue will be dealt with immediately by the technical staff and/or Wellbeing Coordinator. If the issue cannot be resolved at this level it will be elevated to the Club Committee. All allegations of Bullying will be taken very seriously and will be investigated by the executive committee. The committee may interview, parents and guardians, players, spectators, technical staff and or any other person that may assist with the investigation.

In all cases, strict confidentiality shall be maintained. It is not our goal to make a public example of reported incidents.

## **CONSEQUENCES**

In a first offence situation involving bullying an attempt will be made by the coach, manager, or parent(s) to reconcile the situation between players (age and level of maturity and or severity of offence must be considered). If the bullying persists, disciplinary action against a player may be taken by the club which may include, but is not limited to, immediate suspension from participation in practices or game(s) for a period of time or removal of player(s) from the club; this will NOT deem the player a refund for any registration fees paid. If necessary and appropriate, Football Victoria and the police may be consulted.

After the incident/incidents have been investigated and addressed, the situation will continue to be monitored by the respective technical staff.