

# HAZELWOOD SPORTS CLUB

## Anti Bullying

### POLICY

Agreed by the Executive Committee June 2023

#### Introduction

Bullying is a serious issue that can have a significant impact on individuals and communities. At Hazelwood, we are committed to providing a safe and welcoming environment for all members and visitors, where everyone is treated with respect, dignity, and fairness. This includes a zero-tolerance policy towards bullying in any form.

We recognize that bullying can take many different forms, including physical, verbal, and online harassment, exclusion, and discrimination. We understand that bullying can have a detrimental impact on an individual's mental and physical health, self-esteem, and overall well-being. We believe that everyone has the right to participate in sports activities without fear of being bullied or harassed.

The purpose of this anti-bullying policy is to provide clear guidance and expectations to all members, visitors, coaches, officials, and volunteers at our sports club. It outlines our commitment to creating a positive and safe environment, where bullying is not tolerated, and the steps we will take to prevent and address incidents of bullying. This policy aims to empower individuals to recognize, report, and respond to incidents of bullying, and to promote a culture of mutual respect and inclusion.

We believe that by working together and upholding the principles of this anti-bullying policy, we can create a supportive and inclusive community where everyone can participate in sports activities with confidence and enjoyment.

#### Policy

1. Bullying will not be tolerated. We are committed to creating a safe and inclusive environment for all members.
2. Bullying is defined as any behaviour that is intended to hurt, intimidate, or humiliate another person. This includes physical, verbal, and emotional abuse, as well as exclusion or social isolation.
3. All members have the right to feel safe and respected in our club. Any form of bullying, harassment, or discrimination will be taken seriously and may result in disciplinary action.

4. If you experience or witness any form of bullying, please report it to a coach, staff member, or management immediately. You can do this in person, in writing, or anonymously.
  
5. All reports of bullying will be investigated promptly and confidentially. If it is determined that bullying has occurred, appropriate action will be taken to stop the behaviour and support the victim.
  
6. We will provide education and training to all members on how to recognize and prevent bullying. We will also promote positive behaviours, such as respect, inclusivity, and kindness, through our programs and activities.
  
7. Retaliation against anyone who reports bullying or cooperates in an investigation is strictly prohibited and will result in disciplinary action.
  
8. We encourage all members to speak up and take action to prevent bullying. Together, we can create a safe and supportive community where everyone can thrive.