

Bonbeach YCW Junior Football Club Inc. Number A0013472J  
Bonbeach YCW junior Sports Club ABN **22 533 620 715**  
99 Scotch parade Bonbeach  
<https://goo.gl/maps/afcBb2PPQWE2>

PO BOX 42 Chelsea 3196



## CODE OF CONDUCT – BULLYING AND HARASSMENT

### Purpose

The purpose of this policy is to ensure that our players, volunteers and parents are clear on our stance around bullying and harassment. At Bonbeach YCW Junior Football Club, we do not condone bullying, harassment, discrimination or racist behaviours.

### CALL IT OUT.

Behaviour that could reasonably be considered as bullying or harassment is against our core values. If you see or hear or are targeted it is your opportunity to CALL IT OUT.

We are a Junior Football Club. Our purpose is to provide an environment that's safe for kids to learn how to play Australian Rules Football. We also create an environment that's safe for kids to express themselves; it's safe to make mistakes; and it's a kind and caring place for kids to grow and learn how to work together in a team to achieve mutually desirable outcomes.

BYCW JFC takes the issue of bullying and Harassment very seriously.

### What is Bullying?

Bullying behaviour can be:

**Physical:** where fighting, pushing, and shoving happens, spitting, invasion of personal space, gestures, exclusionary behaviour, forcing people against their will, intimidation or similar.

**Verbal:** with someone being called names, being put down, talked about behind their back, or being picked on because of the way they look, or the things they do or are good at, insults, belittling comments. It includes hurtful comments made to or about a person in regard to physical appearance, size, cultural or religious background, gender, or sexual orientation.

**Visual:** where offensive notes, drawings or photos are passed around about someone or posted on the internet, or where graffiti or damage is done to someone's belongings.

**Psychological:** victimisation, stand over tactics, extortion, threatening others, damage to other's property, theft, destroying or interfering with other's property, deliberate exclusion from activities, the setting-up of humiliating experiences.

**Sexual:** where someone is touched in a way that makes them feel unsafe or uncomfortable, or when rude names, or jokes or comments are made about the way a person looks or lives their life.

**Body language:** where others turn their backs on someone or use inappropriate gestures to someone.

**Rumours:** where untrue stories are made up and told to others about someone, or when stories are exaggerated about someone and spread around to others.

**Technology:** via telephone calls, computers, mobile phones, email, websites, social media, where verbal or written messages are sent which are insulting, untrue, intimidating, frightening or exclusionary. This can include publishing photos of members of the Bonbeach YCW Junior Football Club community without their permission.

### **Signs a person is being subjected to Bullying or Harassment**

A person, especially a child, may not always ask for support when being bullied. They may feel afraid, ashamed, or embarrassed. The person may also fear retaliation or further bullying/harassment. People who have been/are being bullied may think that they are 'dobbing' by telling someone what is happening to them.

The following are signs that a person may be being bullied:

- finds excuses for not wanting to attend training or games (e.g., feeling sick, has an injury, has too much work to do) or talking about hating their sport.
- wants to be driven to training or matches instead of walking.
- regularly the last one picked for team or group activities.
- alienated from social or shared activities.
- has bruising or other injuries.
- becomes uncharacteristically nervous, worried, shy or withdrawn.
- clothing or personal possessions are missing or are damaged.
- repeatedly 'loses' money or possessions.
- suddenly prone to lashing out at people either physically or verbally.

### **Action to help the target of bullying**

- Take all signs of bullying seriously. Show interest and sympathy with every allegation of bullying and provide support (remember that it takes a lot of courage for a child to admit they are being bullied)
- Ensure the child/children are safe.
- Some forms of bullying constitute assault, harassment or discrimination under federal and state legislation and are therefore illegal.
- We encourage members to speak out and tell someone – a parent, coach, manager, or senior club member –if they are being bullied or if they witness bullying.

### **Action toward the person/s accused of bullying or Harassment**

When the club becomes aware of any complaint of bullying or harassment, the club will, as soon as possible, convene a special meeting of the committee's executive to discuss the events and undertake a clear revision of events and actions. The club will nominate a person from the committee to engage both the person who has reported the incident, and the person/people undertaking the behaviour.

The club will focus on creating a safe space for children to talk and learn and show understanding and empathy towards all parties.

Bonbeach YCW Junior Football Club is a child safe organisation which welcomes all children, young people and their families.

We are committed to providing an environment where our families are safe and feel safe, where their participation is valued, their views respected, and their voices are heard. Our child safe policies, strategies and practices are inclusive of the needs of all children and families

We promote positive relationships between children, parents, coaches and other support staff. These relationships are based on trust and respect.

We take proactive steps to identify and manage any risk of harm to children in our club environment. When child safety concerns are raised or identified, we treat these seriously and respond promptly and thoroughly.

Child safety is a shared responsibility. Every person involved in our club has an important role in promoting child safety and wellbeing and promptly raising any issues or concerns about a child's safety.

At no stage is it appropriate or reasonable for a parent to manhandle, touch or otherwise attempt to discipline another child. We have zero tolerance toward any parent taking disciplinary actions into their own hands. Parents will be immediately asked to leave the club and face further actions, including reporting to statutory authorities.

The testimony of the child will be considered primary.

We are committed to regularly reviewing our child safe practices, and seeking input from our families, volunteers and players to inform our ongoing strategies.

#### **Club contacts**

If you are being bullied or know someone who is, please report the incident(s) to the president at [president\\_footy@bonbeachycw.com.au](mailto:president_footy@bonbeachycw.com.au) or call the footy club on (03) 7018 1868.

You can report to the President or Vice President, or anyone on the committee. All approaches and enquiries will be treated with strictest confidence.

#### **Non-Compliance**

If a breach of the Bonbeach YCW JFC Bullying Policy occurs, the club will make all attempts to resolve through conversation and education.

After review, the committee may decide to impose any sanction on any person contravening the Bonbeach YCW JFC Policies. The committee can impose any terms or conditions it deems fit or to otherwise deal with such matter in any manner they in their absolute discretion the committee deems fit, according to our stated values.

Disciplinary action may include, but is not limited to, warnings, suspensions and or banning of players, parents/guardians and is separate from any other penalty that may or may not be applied by the league or Police for the same incident.

#### **Implementation**

All committee members will be made aware of this policy at the first committee meeting of the year.

#### **Review**

This policy is to be reviewed by the existing committee every two years to ensure that the policy is applicable to the Bonbeach YCW JFC. The committee can then recommend changes that they see fit, and then ratify any changes to the policy at the next scheduled general committee meeting.