

# Bulleen Templestowe Basketball Club



## Club Policy – Bullying

August 2016 – V1

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The Club adheres closely to the Basketball Victoria Codes of Conduct and the Member Protection By-Laws that apply to all participants in sport. These documents can be viewed on the Basketball Victoria Web site at:

<http://www.basketballvictoria.com.au/index.php?id=87>

The Club has developed a Policy specifically addressing Bullying Behavior which complements the Club's Participant Conduct Policy.

The Bulleen Templestowe Basketball Club is committed to providing a caring, friendly and safe environment for all our members so they can participate in sport in a relaxed and secure atmosphere.

**Therefore, bullying of any kind is unacceptable.**

If bullying does occur, all club members should be able to tell and know that incidents will be dealt with promptly and efficiently. We are a **TELLING CLUB**. This means that anyone who knows that bullying is happening is expected to tell a club official, coach, team manager etc.

## Definition

### What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. threatening gestures).
- Physical pushing, kicking, hitting, punching or 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 rumors, teasing.
- Cyber all areas of the internet, such as email and internet chat room misuse, mobile telephone threats/messages, Facebook, twitter and other associated technology.

### Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everyone has the right to be treated with respect. Club members who are bullying need to learn different way of behaving. The club has a responsibility to respond promptly and effectively to issues of bullying.

### Objectives of this Policy

- All club coaches will receive a verbal briefing on this policy by the Club Secretary prior to the commencement of each season.
- All club members, volunteers and parents should have an understanding of what bullying is.
- All club staff, members, coaches and volunteers should know what the club policy is on bullying and follow it when bullying is reported.

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

## Signs & Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Demonstrates any change of behaviour when around team mates or the club
- Is frightened to attend the club for training/games etc.
- Becomes withdrawn
- Starts stammering
- Becomes nervous and cries easily
- Feels ill in the morning
- Comes home with uniform damaged
- Has unexplained cuts or bruises
- Show disinterest in playing any more
- Stops eating
- Bullies other children or siblings
- Is frightened to say what's wrong
- Is afraid to use mobile phone/internet
- Attempts to do self-harm

These signs and behaviours could indicate other problems, but bullying should be considered.

## Procedures

- Report bullying incidents to the club Member Protection Officer, a member of the club Board, staff member or an adult you can trust.
- In cases of serious bullying, the incidents will be referred to the club Board and the Member Protection Officer.
- In serious cases parents should be informed and asked to come in to a meeting to discuss the problem.
- If necessary and appropriate, police will be consulted.
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- An attempt will be made to help the bully (bullies) change their behaviour.
- If mediation fails and the bullying continues, the club will initiate disciplinary proceedings.

## Club Action

If the club decides it is appropriate for them to deal with the situation they should adopt the follow process:

- Conciliation by getting the parties together; it may be that a genuine apology solves the problem.
- If this fails or is not appropriate a small panel made up of the club President, Secretary where possible and the Member Protection Officer should meet with the parent and the child alleging bullying to obtain details of the allegation. Minutes should be taken for clarity which should be agreed by all as true and correct.

- The same three persons should meet with the alleged bully and parent/s and put the allegation raised to them and allow the child and parent/s to respond and to give their views. Minutes again should be taken and agreed.
- If the panel decides bullying has in their view taken place the individual should be warned and put on notice of any further action by the club i.e. temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a conciliation meeting between parties is appropriate at the time.
- In some cases, the parent of the bully or bullied player can be asked to attend training sessions if appropriate.
- All coaches involved with both individuals should be made aware of the concerns and outcome of the process i.e. the warning etc.
- The Board should closely monitor the situation for a given period to ensure the bullying is not being repeated

## **Outcomes**

- The bully (bullies) may be asked to genuinely apologise or other consequences may take place.
- In serious cases of bullying, suspension or even exclusion will be considered.
- If possible the bully and the bullied person will be reconciled.
- After the incident/s have been investigated and dealt with each case is to be monitored to ensure repeated bullying does not take place

## **Evaluation**

This policy will be evaluated every 3 years as part of the Club's policy review cycle.

## **Adoption**

Reviewed by the BTBC Board of Management on August 2016