



GREENSBOROUGH JUNIOR FOOTBALL CLUB

Bullying and Harassment Policy

1. Purpose

Greensborough Junior Football Club is committed to providing an environment that is free from bullying and harassment and able to respond appropriately and promptly to the complex issue of bullying. Within this context, bullying is completely unacceptable behaviour.

GJFC is committed to providing a safe and caring environment that accepts difference and is responsive to individual needs. All club participants are entitled to feel safe and gain maximum advantage from their time at the GJFC. Bullying is damaging to the self-esteem of the victim and can impede the enjoyment of sport and make it an unpleasant, if not traumatic experience.

Coaches, organisers and parents should act as appropriate role models, and be vigilant in identifying and dealing with bullying. Players have a responsibility to be caring, positive and supportive of one another, and to use the administrative resources of the club to resolve relationship difficulties.

2. Scope

The following policy shall apply to all members, administrators, officials, coaches, players, spectators, visitors and other volunteers and/or or staff of the club

3. Policy

Bullying is when an individual or group uses their power to hurt or intimidate others.

Types of bullying may include:

- Physical- pushing fighting, pinching, misuse or abuse of others' property.
- Verbal/written- put downs, name calling, derisive comments, verbal sexual harassment, written graffiti of offensive nature.
- Gesture- This can range from dirty looks, to making obscene gestures behind peoples backs;
- Extortion- Physically stronger participants bully others into giving up possessions, rights etc;
- Exclusion- Depriving participants of social acceptance by their peers;
- Severe, continuing and unreasonable criticism, beyond normal discipline by those in authority;
- Imposing unreasonable penalties, beyond policies and generally accepted practice when in authority;

Imposition of normal player discipline is not bullying. All participants are involved on a voluntary basis, on the condition they will be cooperative and well-conducted. In addition, football is a team game, requiring adherence to a game plan and reasonable discipline may be applied when players do not work within this policy.

The game structure or strategy should not be interpreted as a form of bullying. A particular player may not receive as many opportunities for possessions of the ball as others because of allocated positions in a team or game strategy rather than reflecting players' attitudes toward other players. If there are concerns involving this issue, they may be raised respectfully at an appropriate time, with the coach.

Regardless, coaches and parents should provide supervision which makes blatant bullying unlikely to occur and be alert to the possibility of bullying, take any complaints seriously, with support and respect for complainants.

On camps, tours and away matches, sustained interaction makes bullying more likely to occur. The coach, organiser or team manager should emphasise before the commencement of such activities that acceptance of differences, support for each other and respect for private and personal space are important. Particularly on camps and tours, it should be made clear, that bullying is not acceptable and will be penalised accordingly.

Dealing with Bullying and Harassment.

There are two phases of dealing with bullying.

1. Identify the problem.
2. Seek to solve the problem.

The Club requests the assistance of parents in discouraging, identifying and, if necessary supervising to prevent bullying, and co-operating in the education and discipline of those involved in any bullying conduct.

4. Procedure

- Where bullying outside or inside the Club has made the participation of players in the same team inappropriate, parents are requested to provide early information to the relevant coach or team manager
- If the matter cannot be resolved satisfactorily by the coach and/or team manager, the matter may be referred by the coach to the player welfare officer to be dealt with. In doing so, the coach should outline the steps that have been taken to that point to resolve the matter.
- Where the situation or instance of bullying involves the coach or team manager directly, parents should provide early notification to the player welfare officer .
- The player welfare officer will keep the committee informed of any bullying accusations and updated throughout the management process.

5. Modification and Review

- The contents of this document represent the current policy and procedures of GJFC.
- This policy is subject to a review each year and will be amended appropriately.
- Amendments will be communicated to members as and when appropriate, to ensure that it remains current.

6. Related Policies and other documents

Version control

Version	Date	Description	Reference
1	9 February 2020	Draft provided by President	
2	11 February 2020	Draft amended and approved by Committee	

APPROVAL

Approved by the GJFC Committee

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President

Name: Andrew Tenni

Date: 11 February 2020