



NORTH MANDURAH JUNIOR FOOTBALL CLUB

Bullying Policy-12

Every person in sport, in every role, has the right to participate in an environment that is fun, safe and healthy, and to be treated with respect, dignity and fairness. Bullying denies participants these rights and can result in feelings of disgrace, embarrassment, shame or intimidation. Bullying can also affect an individual's athletic performance, level of enjoyment, work or school life, academic achievement and physical and mental health.

The North Mandurah Junior Football Club takes Bullying very seriously.

What is Bullying?

NMJFC deems bullying as deliberately hurting a specific person either physically, verbally, psychologically or socially.

It involves a power imbalance where one person has power or strength (e.g. physical, mental, social or financial) over another and can be carried out by one or several people who are either actively or passively involved. In a sporting context bullying can take many forms, for example, but not limited to:

- A parent telling their child that they are incompetent, hopeless, useless, etc.
- A coach alienating an player
- Several people ganging up on an individual team member
- Spectators verbally abusing players from the opposition
- An player calling an umpire names and using put downs and insults
- A parent intimidating an young coach

Bullying can be a "one off" incident but usually involves repeated actions or incidences. An individual may bully their victim face to face or use technology such as mobile phones or social networking forums.

Types of Bullying

There are three broad categories of bullying.

- Direct physical bullying e.g. hitting, tripping, and pushing or damaging property.
- Direct verbal bullying e.g. name calling, insults, homophobic or racist remarks, verbal abuse.
- Indirect bullying - This form of bullying is harder to recognize and often carried out behind the bullied person's back. It is designed to harm someone's social reputation and/or cause humiliation. Indirect bullying includes:



- Lying and spreading rumors
- Playing nasty jokes to embarrass and humiliate
- Mimicking
- Encouraging others to socially exclude or isolate someone
- Damaging someone's social reputation and social acceptance
- Cyber-bullying, which involves the use of email, text messages or chat rooms to humiliate and distress

Bullying is not necessarily restricted solely to players. Parents, Coaches and Club officials could potentially be involved in bullying situations.

Signs a person is being bullied

A person, especially a child, may not always ask for support when being bullied. They may feel afraid, ashamed or embarrassed and that the person they tell will think they are weak. Victims of bullying may think that they deserve to be bullied or are being bullied or 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 or riding
- Regularly the last one picked for team or group activities
- Has bruising or other injuries
- Becomes uncharacteristically nervous, worried, shy or withdrawn
- Clothing or personal possessions are missing or damaged
- Repeatedly loses money or possessions
- Suddenly prone to lashing out at people either physically or verbally

Managing bullying

Bullying is more likely to occur in environments that are highly competitive or promote a “win at all costs” mentality.

The NMJFC believe that by emphasizing other aspects of sport such as enjoyment, team work, sportsmanship and skill development, especially at the junior level, that we may be able to prevent bullying behaviors.

NMJFC will not allow or tolerate bullying. There are several things that coaches, parents and administrators can do to prevent bullying occurring and assist both the victim/s and the bully(ies).

Actions to help bullying victim/s

- 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 victim/s are safe
- Some forms of bullying constitute assault, harassment or discrimination under federal and state legislation and are therefore illegal
- We encourage all members to speak out and tell someone 0 a parent, coach, manager or senior club member – if they're being bullied or if they witness anyone being bullied



Complaints Procedure

- Where a player (or parent) perceives a case of bullying has occurred, they should first discuss the matter with their Coach to try to resolve the matter confidentially.
- Failing a satisfactory confidential and informal resolution, an **official complaint** must be lodged with the Team Manager and/or Coach in writing, specifying the perceived bully/ies and the details of incidents of bullying.
- On receipt of a written complaint, the Team Manager and/or Coach will advise a Executive Committee member of the official complaint.
- The Team Manager and/or Coach (and in some cases, Committee member) will approach any player(s), in the company of their parents (or others in such capacity) accused of bullying (**the accused**) to inform them of the complaint.
- Where a case of bullying appears to be confirmed, the Team Manager and Coach will immediately address the player/s (and their parents) concerned, explaining how the behavior is defined as bullying and seeking a change in behavior. If necessary, a written undertaking will be sought from the accused. The complainant will be informed of the actions taken.
- Where a case of bullying is unconfirmed, the Team Manager and/or Coach will explain the definitions of bullying to the complainant and explain the need for hard evidence.
- In all reported cases of bullying, the Committee must be advised immediately.
- If the bullying persists and/or the complainant and/or the accused are unsatisfied with the outcome, the matter will be sent to the Club's committee for further action. In general, and depending on any other rules of the club, should an individual(s) continue non-compliance with this policy, the following may occur;
 - Suspension for a designated time period
 - Expulsion from the club.

Policy Review

To ensure this policy continues to be relevant for club operation and that it reflects community expectations, the policy will be reviewed annually.

This policy has been approved by the Committee of North Mandurah Junior Football Club on 1st October 2016