

Stirling Senators

Anti-Bullying and Harassment Policy

All members, parents, volunteers and players will be made aware of and have access to the policy via the club website.

Stirling Senators are committed to each player's success in playing sport within a caring, responsive, and safe environment that is free of discrimination, violence, and bullying. Our club works to ensure that all players have the opportunity and support to develop to their fullest potential and share a personal and meaningful bond with people in the Panthers community.

Stirling Senators believes that we all have the responsibility to keep ourselves and others safe and that we all have the responsibility to respect ourselves, others, and the property of others

Stirling Senators aims to:

- respond to bullying and harassment, which includes: 'Repeated intimidation over time, of a physical, verbal or psychological nature of a less powerful person by a more powerful person or group of persons'
- respond to any form of bullying and harassment in an informed and supportive manner. This policy contemplates bullying & harassment between players. Should a situation arise where a player is bullied or harassed by an adult this will be referred directly to the GM.

To support this policy

The Club will:

- provide clear guidelines and procedures to all
- follow Basketball Australia regulations and guidelines
- ensure that the club values are modelled and supported in all anti bullying and harassment procedures

How the Club will respond to those who bully or harass others?

- The club will counsel the player to determine what is happening. The club will gather information from several sources, both adults and players if possible
- As soon as the club becomes aware of a player bullying & harassing another player, the club will initiate the procedure for dealing with Bullying and Harassment as detailed below
- Repeated episodes could result in an internal suspension
- Review of registration conditions could occur if continued episodes occur. If there is no improvement then ultimately the player will be de-registered and asked to leave the club

How the club will respond to those who experience bullying and harassment?

- Ensure they listen seriously to all players who bring bullying and harassment issues to their attention.
- As soon as the club becomes aware of a player bullying & harassing another player, the club will initiate the procedure for dealing with Bullying and Harassment as detailed below
- The club will counsel the player to determine what is happening. This will occur in a group situation with support for the player. The club will gather information from several sources, both adults and players if possible.
- Assist players to develop strategies to manage bullying and harassment incidents.

What is expected of the players?

- Follow and abide by the Anti Bullying and Harassment policy
- Ensure they communicate to a responsible adult their concerns if they find themselves or others being bullied or harassed

- Seek assistance to develop and implement strategies to deal effectively with bullying and harassment
- If a player's team mate begins to bully someone, they shouldn't encourage the behaviour by giving it an audience. Instead of laughing or supporting it, they can let the bully know that such behaviour isn't entertaining.
- Tell their Coach/Team Manager or a trusted adult if they think someone is being bullied.

What can a player do if he/she is being harassed at club?

- Initially ignore it and walk away
- Tell the person to stop. (You may need a friend to help you.)
- Tell them how the behaviour makes you feel
- Tell them it is a serious offence
- Tell your coach, Team Manager or a trusted adult. Tell them exactly what happened and what you have done. (You may need a friend to help you.)
- Tell your Coach/Team Manager, or trusted adult if the behaviour continues as the club will take all steps to work with you and your family to ensure your protection and well being.

If you are bullying or harassing someone at the club:

- Stop! Bullying, Harassment and Violence is not acceptable in our club

What will the parents/members of Stirling Senators do?

- Work cooperatively with the club and players in dealing effectively with bullying and harassment issues
- Promptly communicate to the club if they become aware of any bullying and harassment incidents involving their child at club
- Support their child(ren) in developing strategies to effectively deal with bullying and harassment

What Can Parents Do?

If your child is being harassed:

- stay calm and listen carefully when they tell you about it.
- affirm that they have the right to feel safe and that you will help them
- notify the club as soon as possible with the Coach being the first point of contact
- rehearse with your child ways of responding to bullying
- watch for signs of bullying: eg reluctance to go to the club;

If your child is harassing others:

- tell them to stop. Talk to them about why bullying is unacceptable.

Procedures for dealing with Bullying and Harassment

Following a report of an incident:

Step 1. Coach speaks to team as a whole – if not resolved go to step 2.

Step 2. Club Delegate speaks to team as a whole – if not resolved go to step 3.

Step 3. Coach investigates incident under policy guidelines and gives first warning to player/s – if not resolved go to step 4.

Step 4. If negative behaviour continues, player(s) is asked to sit out the rest of training, parents are also contacted and asked to attend future training sessions – if not resolved go to step 5

Step 5. If negative behaviour continues, player(s) will only play half of the next game – if not resolved go to step 6

Step 6. If negative behaviour still continues, the player(s) will be suspended for one game but will have to attend in full uniform and sit on the bench. Final warning given. – if not resolved go to step 7

Step 7. WABL Committee is notified, player is suspended until further strategies are implemented, which may result in permanent suspension.

For extreme cases, steps may be bypassed. This will be assessed on an individual case by case basis.

The Stirling Senators have a zero tolerance on any of the following Bullying and Harassment and/or Violence.

Bullying is repeated verbal, physical, social or psychological behaviour that is **harmful** and involves the **misuse** of power by an individual or group towards one or more persons. It can have long-term effects on those involved.

Bullying can happen:

- face-to-face (e.g. pushing, tripping, name-calling, put downs, pay outs)
- at a distance (e.g. spreading rumours, excluding someone)
- through information and communications technologies (e.g. use of SMS, email, chat rooms).

Bullying can also include

- Offensive language, slander, teasing and threats, negative comments about a player's skill and or development
- Sexual harassment such as inappropriate sexual comments, unwelcome touching, staring & whistling, or making comments about another's sexuality.

Harassment occurs when someone is made to feel intimidated, insulted or humiliated because of their:

- identity, race, culture or ethnic origin, religion, physical characteristics
- gender, sexual orientation, marital, parenting or economic status
- age, ability or disability.

It can include behaviour such as:

- telling insulting jokes about particular racial groups
- sending explicit or sexually suggestive emails
- displaying offensive posters or screen savers
- making derogatory comments or taunts about someone's race, religion or sexuality.

It may be:

- an ongoing pattern of behaviour or a single act
- directed randomly or towards the same person(s)
- intentional or unintentional.

Discrimination occurs when people are treated less favourably than others because of these characteristics.

Cyberbullying is a term used to describe bullying that is carried out through internet or mobile device technologies. Children who are cyberbullied are also likely to be bullied face-to-face.

Examples of cyberbullying can include:

- repeated hang up calls
- sending insulting or threatening text messages
- publishing someone's personal or embarrassing information online
- creating hate sites or starting social exclusion campaigns on social networking sites.