



EAST COAST BAYS ASSOCIATION FOOTBALL CLUB

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EAST COAST BAYS ASSN FOOTBALL CLUB

ANTI BULLYING AND HARASSMENT POLICY

Statement of Intent

East Coast Bays Association Football Club are committed to providing a caring, friendly and safe environment for all of our members so they can participate in football in a relaxed and secure atmosphere. Bullying and Harassment of any kind is unacceptable at our club. If bullying does occur, all coaches, managers, club members or parents should be able to tell and know that incidents will be dealt with promptly and effectively by the Control Board. Anyone who knows that bullying or harassment is happening is expected to initially tell the East Coast Bays Assn Football Club Board Member in charge of Bullying and Harassment, in this case the Club Secretary.

East Coast Bays Assn Football Club aims to:

- respond to bullying and harassment, which includes “repeated intimidation over time of a physical 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 and harassment between players, between coaches and managers and players, between parents and players or between parents and other parents. Should a situation arise where a player is bullied or harassed this will be referred directly to the Club Secretary.

Definitions

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 (emotionally and physically), sending hurtful text messages, posting hurtful facebook messages and tormenting, (e.g. hiding football boots/shin guards, 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 rumours, teasing.
- Through information and communication technologies (e.g. SMS, email, facebook)

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

- Identify, race, culture or ethnic origin, religion, physical characteristics.
- Gender, sexual orientation, marital, parenting or economic status.
- Age ability or disability.

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 fact to face.

Violence is the intentional use of physical force or power, threatened or actual, against another person(s) that results in psychological harm, injury or in some cases death. It may involve provoked or unprovoked acts and can be a single incident, a random act or can occur over time.

Guidelines

The Club will:

- follow the New Zealand Football regulations and guidelines
- provide clear guidelines and procedures to all
- 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 parties involved 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 and harassing another player, a coach or manager bullying or harassing a player or a parent harassing a player or another parent, the club will initiate the procedure for dealing with Bullying and Harassment as detailed below.
- Repeated episodes could result in suspension from the club
- NZF/NFF suspension could follow if behaviour is not modified.

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

- Ensure they listen seriously to all parties who bring bullying and harassment issues to their attention.
- As soon as the club becomes aware of a player bullying and harassing another player, a coach or manager bullying or harassing a player or a parent bullying or harassing a player or another parent, the club will initiate the procedure for dealing with Bullying and Harassment as detailed below.

- The club will counsel the parties to determine what is happening. This will occur in a group situation with support for the parties involved. 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 the Club Secretary their concerns if anyone finds 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 should not encourage the behaviour by giving it an audience. Instead of laughing or supporting it they can let the bully know that such behavior isn't entertaining.
- Tell their Coach/Team Manager or a trusted adult if they think someone is being bullied.
- In the case of a party being bullied or harassed by another player, a Coach or Manager, or a parent then the Club Secretary should be notified.

What can a player do if he/she is being harassed at the 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 the Club Secretary. Tell them exactly what happened and what you have done (you may need a friend to help you).

- Tell your Coach/Team Manager or Club Secretary if the behaviour continues as the club will take all steps to work with you and your family to ensure your protection and wellbeing.

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 East Coast Bays Assn Football Club do

- Work co-operatively with the club, coaches, managers, parents 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 anyone at the club
- Support the parties 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
- Rehearse with your child ways of responding to bullying
- Watch for signs of bullying, e.g. reluctant to go to training and games.

If Your Child is Harassing Others

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



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BULLYING AND HARASSMENT POLICY

PRECEEDURES

- 1.** Any bullying or harassment incident is disclosed to the Board Member in Charge of Bullying and Harassment at East Coast Bays Assn Football Club in this case the Club Secretary.
- 2.** The Club Secretary investigates the incident based on the above guidelines.
- 3.** The Club Secretary speaks to all the parties involved, Coach, Manager, Team Members and Parents.
- 4.** The Club Secretary prepares a report and recommendations and submits to the Control Board for review
- 5.** Control Board decision is relayed to parties involved.
- 6.** Right of appeal is available through the Chairman of East Coast Bays Association Football Club

