



Sturt Sabres anti-harassment policy.

The club seeks to provide an environment which will enable all people to develop their full sporting potential and their ability to inter-relate freely on a social level.

The club will therefore not tolerate victimisation, bullying or harassment of any kind which may interfere with this process of development.

*Victimisation/harassment is defined as any behaviour, words or action, either covert or overt, against another person which intimidates or threatens that person. **IT CAN ALSO INCLUDE HARASSMENT USING TEXT MESSAGES OR INTERNET BASED SYSTEMS.***

Harassment occurs through the misuse of power. It may involve repeated verbal and/or physical attacks on a person by other person or group. It is intended to hurt, frighten or embarrass. It is usually deliberate, BUT it can also be just thoughtless and careless.

Physical and Verbal: examples might include:

Name calling, teasing, comments intended to demean or put down a person's race, culture, religious or social background, appearance or sporting ability.

- *Threatening words or actions – hitting, punching, jostling, deliberate pushing, spitting.*
- *Hiding, vandalising, defacing another person's property, e.g. ball, bag or personal possessions.*
- *Insulting or spreading rumours about people and their family.*
- *The sending, receiving, viewing or storage of copyrighted, or obscene, offensive, pornographic, sexually explicit or sexually suggestive material.*
- *The sending, receiving, or storing of messages, images or rumours.*

Sex based harassment: examples might include:

- *A deliberate action of brushing up against or touching another person.*
- *Calling of abusive names, rude gestures and suggesting a person has loose morals.*
- *Comments on the size or shape of a person's physical appearance.*
- *Pestering a person to go out with him/her.*
- *Sarcastic comments which are not genuine compliments or expressions of friendship.*

Other harassment: examples might include:

- *Deliberate exclusion in order to hurt.*
- *Offensive gestures or sounds.*

Involvement means:

- Active harassment(directed personal involvement)
- Being present and passively supportive when harassment by others is taking place.

Remember: Behaviour becomes harassment when you have said it is unwelcome or unwanted and doesn't stop immediately.

What can I do if I feel harassed?

- Tell the person who is harassing you that what is occurring is unacceptable and that it is to stop and to leave you alone.
- Talk to a friend, listen to the advice and again tell the harasser to stop.
- Talk with your coach about it, your parent, the age group coordinator and even the child protection and safety officers.

Remember: Talking to someone is not “dobbing”

It is your right not to be harassed. A safe place is a caring place. If you are being harassed, other people do care. Your problem is our concern. Remember, each individual is protected by the Australian legal system from victimisation and harassment.

How will the club deal with harassment?

The aim of the club is to restore good relationships. This can be done in the following ways:

For friends and witnesses of the harassed:

- Acknowledge the issue.
- Talk to the harasser and urge them to stop
- Seek to have the issue reported.

For the harassed:

- Acknowledge the problem.
- Reported incidents will be dealt with.
- Counselling can be provided if required.

Against the harasser:

- Recognise the issue.
- Reported incidents will be dealt with through a scale of actions depending on the nature and seriousness of the offence, the impact on the victim and frequency of the offence. This could include any one or a combination of the following.
- Discussion/education/warning.

- *Mediation.*
- *Discussion with parents.*
- *Suspension.*
- *Exclusion.*

Sturt Sabres Expectations.

In order to contribute to the harmonious and efficient operation of the club a number of rules apply. These are based on courtesy, common sense and consideration for others.