



Anti-Bullying Policy

FRANKSTON DOLPHINS JUNIOR FOOTBALL CLUB (INC)

Policy

The Frankston Dolphins Junior Football Club has a zero tolerance of bullying practices and seeks to educate our players, parents, coaches and club officials about acceptable behaviour. It is the intent of the FDJFC to endeavour to ensure that every player is able to train and play with the Club in a welcoming, tolerant and conflict free environment.

Definitions (*Taken from Victorian education Department website 28 May, 2007*)

What is Bullying?

Bullying is when someone, or a group of people, who have more power at the time, deliberately upset or hurt another person, their property, reputation or social acceptance on more than one occasion.

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 recognise 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 rumours
 - 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.

What Bullying is Not

Many distressing behaviours are not examples of bullying even though they are unpleasant and often require intervention and management. These are some examples of unpleasant situations that are often confused with bullying:

Mutual conflict

In mutual conflict situations, there is an argument or disagreement between people but not an imbalance of power. Both parties are upset and usually both want a resolution to the problem. However, unresolved mutual conflict sometimes develops into a bullying situation with one person becoming targeted repeatedly for 'retaliation' in a one-sided way.



Social rejection or dislike

Unless the social rejection is directed towards someone specific and involves deliberate and repeated attempts to cause distress, exclude or create dislike by others, it is not bullying.

Single-episode acts of nastiness or meanness, or random acts of aggression or intimidation

Single episodes of nastiness or physical aggression are not the same as bullying. If a student is verbally abused or pushed on one occasion, this does not constitute being bullied. This does not, however, lessen the seriousness of the incident or the subsequent consequences.

Harassment, discrimination and violence are all inappropriate and unacceptable behaviours, but may not be forms of bullying

Procedure

Education

- All players, parents, coaches and club officials must complete a code of conduct on registration.
- Coaches will stress to teams the value of working as a team and the need to include and encourage **all** team members in a positive way.

Complaints Procedure

- Where a player or parent (**the complainant**) 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, pursuant to 10.3.3, an **official complaint** must be lodged with a coach in writing, specifying the perceived bully/ies and the details of incidents of bullying.
- On receipt of a written complaint, the coach 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 coach will immediately address the player/s (and their parents) concerned, explaining how the behaviour is defined as bullying and seeking a change in behaviour. 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 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 by the player's coach.
- If the bullying persists and/or the complainant and/or the accused is unsatisfied with the outcome, the matter will be sent to the Club's committee via the Secretary for further action. All potential sanctions are available to the Committee in instances of proven bullying, or where the report of bullying is proved to be mischievous, including possible deregistration from the club.