

# BULLYING POLICY

## **Introduction**

WTMC prides itself on the relaxed and informal atmosphere in which members participate in activities. This is an environment built on respect and trust.

The club has zero tolerance for bullying or harassing behaviour in any club-related activities, including club trips, social events, volunteer work or any other club organised activity, as well as the volunteer work involved in running the club. All members of the club and individuals who participate in any club activities are expected to treat one another with respect and dignity.

This policy is designed to sit alongside the club's existing Sexual Harassment Policy.

## **Purpose**

The purpose of this document is to outline WTMC's position on bullying and to document the processes to follow should incidents of bullying occur.

## **What is bullying?**

- Bullying is unreasonable behaviour that is offensive, humiliating, intimidating, aggressive or threatening. It makes people feel unwelcome, uncomfortable, distressed or unsafe.
- Bullying can be directed at a person or group of persons.
- Bullying can be made up of a pattern of episodes that when taken in isolation do not constitute bullying but in their totality do, whether carried out by an individual or group of individuals
- Bullying can be carried out via a number of channels, including but not limited to:
  - verbal comments
  - email
  - social media
  - physical behaviour.
- The essential elements are that the victim feels intimidated and unsafe.
- Bullying can constitute "gross misconduct" as per the club Constitution.

### **Addressing bullying behaviour within the club**

- The club seeks to create and maintain a safe and respectful environment during club-related activities. If incidents of bullying occur, the club can intervene in the interests of maintaining this environment.
- The person experiencing the behaviour is encouraged to make it clear to the person responsible that their behaviour is unacceptable.
- If this is not effective, or if the nature of the behaviour makes this kind of confrontation inappropriate, then the person should raise the matter with the club president or another committee member.
- The committee may form a subcommittee to investigate and develop a recommendation on the matter or the matter may be discussed at a Committee meeting.
- Reports of bullying will be dealt with in confidence as far as is possible and reasonable.
- All parties will be treated with respect.
- The person who has been accused of bullying will be given an opportunity to tell their side of the story.
- The committee has a range of options available for resolving concerns, including stand-down periods, restriction from certain activities and expulsion from the club.
- Where a crime has been committed, the police should be contacted by the complainant.
- The club may involve the police if there are reasonable grounds for believing the safety of members is at risk.

Last updated 2<sup>nd</sup> March 2016