



# Wangaratta Baseball/Softball Sports Club Inc.

Registration No.: A0056508Y

<b>Anti-Harassment and Bullying Policy</b>		Approval Date:	20.01.2025
		Review Date:	20.01.2027
		Version No:	1
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## Purpose:

The Wangaratta Baseball/Softball Sports Club Inc is committed to providing a safe, inclusive, and respectful environment for all participants, free from harassment and bullying. We aim to promote positive behaviour and interactions that contribute to a supportive community, where everyone is treated with dignity, respect, and fairness. This policy outlines our commitment to prevent and respond to harassment and bullying and ensures that all individuals can participate without fear of discrimination or mistreatment.

## Scope:

This policy applies to all members, players, volunteers, coaches, staff, supporters, and any other individuals involved in the activities of the Wangaratta Baseball/Softball Sports Club Inc. It covers all interactions related to the club, including training, games, social events, meetings, online platforms, and other club-related functions.

### 1. Commitment to Safe and Respectful Conduct:

The Wangaratta Baseball/Softball Sports Club Inc is dedicated to ensuring a safe and respectful environment for everyone, regardless of gender, sexual orientation, age, race, religion, or any other characteristic. Harassment and bullying are unacceptable and will not be tolerated under any circumstances.

All participants are expected to treat each other with respect and contribute to a positive environment for all.

Wangaratta Baseball/Softball Sports Club endorses the Baseball Victoria Code of Conduct for parent, player, official, coach, administrator and spectator and expects all members, players, volunteers, coaches, staff, supporters, and any other individuals involved in the activities of the Wangaratta Baseball/Softball Sports Club Inc to adhere with the Codes of Conduct.

### 2. Definition of Harassment and Bullying:

For the purposes of this policy, harassment and bullying are defined as:

- **Harassment:** Harassment includes behaviour such as telling insulting jokes about particular racial groups, displaying racially offensive or pornographic posters or screen savers, making derogatory comments about someone's race, making humiliating comments about a person's disability, or asking intrusive questions about someone's personal life.

Harassment can be against the law when it is discriminatory (discrimination), when it includes conduct of a sexual nature (sexual harassment) or when it causes a risk to someone's health or safety (occupational health and safety).



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- **Sexual harassment** is a distinct category of harassment that is prohibited specifically under anti-discrimination laws. Sexual harassment is unwelcome sexual behaviour which could be expected to make a person feel offended, humiliated or intimidated. Sexual harassment can be physical, verbal or written.
- **Bullying** is repeated unreasonable behaviour towards another person or group which creates a risk to health and safety. Bullying is deliberately hurting a specific person either physically, verbally, psychologically or socially. It can be carried out by one person or several people who are either actively or passively involved.

In a sporting context bullying can take many forms, for example:

- an official being aggressive or intimidating to others
- a parent telling a child that they are incompetent, hopeless, useless, etc.
- a coach alienating an athlete (adult or child)
- several people ganging-up on an individual team member
- an athlete calling a referee names and using offensive language
- an administrator mocking or humiliating a young coach.

Harassment and bullying can take place in person, online, or through any form of communication.

Wangaratta Baseball/Softball Sports Club Inc will only deal with issues of cyber bullying and harassment between members of the club that occur on club used platforms (eg: Club Facebook page or team chat platforms). Wangaratta Baseball/Softball Sports Club Inc will not get involved in issues of cyber bullying and harassment which occur outside of club used platforms. We strongly encourage any affected members to contact the police in this circumstance

## 3. Zero Tolerance Policy:

The Wangaratta Baseball/Softball Sports Club Inc enforces a strict zero-tolerance policy regarding harassment and bullying. Any participant found engaging in such behaviours will be subject to appropriate disciplinary action, which may include removal from the club or suspension from activities.

## 4. Reporting and Response:

- **Reporting Process:** Any individual who feels they have been harassed or bullied is encouraged to report the incident to the child safety officer, inclusion officer, coach, or committee member. The report can be made verbally or in writing, and will be treated with the utmost confidentiality.
- **Investigation:** All complaints of harassment and bullying will be taken seriously and investigated promptly and impartially. The investigation process will be conducted with respect for all parties involved and confidentiality will be maintained to the greatest extent possible.
- **Support for Affected Individuals:** The club will provide support to individuals who experience harassment or bullying, including emotional support, assistance in reporting incidents, and provide referrals and options to counselling if needed.

## 5. Consequences for Violations:



- **Disciplinary Action:** If it is determined that harassment or bullying has occurred, the club will take appropriate disciplinary action, which may include warnings, suspension from events, or permanent expulsion from the club.
- **Restorative Approaches:** The club may also implement restorative measures to address the behaviour and repair any harm caused. This may involve mediation, education on respectful behaviour, or other methods that promote understanding and reconciliation.

## 6. Prevention and Education:

- **Training and Awareness:** The club will regularly provide training and education to all members, staff, and volunteers about the importance of respect, inclusion, and appropriate conduct. This training will include information on identifying, preventing, and responding to harassment and bullying.
- **Promoting Positive Behaviour:** The club will actively promote positive behaviour and encourage all members to demonstrate kindness, respect, and empathy toward others, fostering a culture of inclusivity and support.

## 7. Commitment to Continuous Improvement:

The Wangaratta Baseball/Softball Sports Club Inc is committed to continually reviewing and improving its anti-harassment and bullying practices. Feedback from members will be regularly sought to ensure that the club's policies remain effective and relevant.

## 8. Communication of the Policy:

This Anti-Harassment and Bullying Policy will be made publicly available on the club's website and through other communication platforms.

## 9. Review and Accountability:

The Wangaratta Baseball/Softball Sports Club Inc will conduct periodic reviews of this policy to ensure it remains aligned with best practices and legal requirements. The club will be accountable for upholding this policy and ensuring that harassment and bullying are addressed effectively and promptly.