



Dandenong City Soccer Club

Anti – Bullying Policy

Dandenong City is committed to providing a caring, friendly and safe environment for all our members so they can participate in the sport of soccer in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable and not tolerated at Dandenong City Soccer Club. If bullying does occur, all club members and children should know that incidents will be dealt with promptly and effectively.

We are a TELLING club. This means that anyone who is aware that bullying is happening is expected to tell the clubs' complaints and disputes officer.

Understanding and knowing "What is Bullying"?

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:

Physical/Direct – assault or threats.

Verbal/Direct – insults, teasing, intimidation, name calling, homophobic language, racist remarks or any other form of verbal abuse. Psychological/emotional – intentional use of words or actions that may cause psychological harm. Social/relationship – deliberately excluding another with the intention to isolate and hurt them. Indirect – occurs behind an individual's back and is designed to harm their reputation or cause humiliation. Cyber/electronic – bullying that is perpetrated via using social media.

Homophobic – deliberate and intentional inappropriate behaviour or comments directed towards an individual or a group that is of Lesbian, Gay, Bisexual, Transgender, Queer, Questioning and Intersex (LGBTQI) background. Racial – consistent, deliberate and the intentional use of language or behaviour against an individual because of their ethnicity, skin colour, the way they talk or by their religious and cultural beliefs.

Bullying is not:

- One off incidents that are not repeated.
- Having a bad mood or disagreement with another individual's point of view is not bullying.
- Apologising for behaviour immediately.
- Bumping into someone unintentionally.
- Statements of dislike towards another.
- A single act of telling a joke that has no intention to make the other feel hurtful or embarrassed.
- Expressions of unpleasant feelings towards another.

Some non-verbal behaviours i.e. social rejection/dislike, not playing with someone, choosing different groups to play with is not bullying however if it involves deliberate and repeated attempts to cause distress, exclude or create dislike then this could be bullying behaviour?

The club has a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All club members, coaches, volunteers and parents should have an understanding of what bullying is.
- All club members, coaches and volunteers should know the club policy on bullying, and follow it when bullying is reported.
- All players and parents should know what the clubs' policy is on bullying, and what they should do if bullying arises.
- As a club we take bullying seriously. Players and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms a child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- doesn't want to go training or go to a game
- changes their usual routine
- becomes withdrawn anxious, or lacking in confidence
- starts stammering • attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- has possessions which are damaged or " go missing"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone

1. Report bullying incidents to the clubs' complaints and disputes officer, member of the club committee or an adult you can trust.

2. In cases of serious bullying, the incidents will be referred to the clubs' president.

3. In serious cases parents should be informed and asked to come in to a meeting to discuss the problem

4. If necessary and appropriate, police will be consulted

5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly

6. An attempt will be made to help the bully (bullies) change their behaviour

7. If mediation fails and the bullying continues the club will initiate disciplinary proceedings according to the club constitution Recommended Club Action If the club decides it is appropriate for them to deal with the situation they should follow the procedure outlined below:

Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.

The situation must be fully investigated. All accounts to be in writing and a small panel (made up from Head coach, assistant coach, Club complaints and disputes officer, Secretary, committee members) should meet with the parent and child alleging bullying to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.

3. The same persons should meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.

4. If bullying has in their view taken place the individual should be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
5. In some cases the parent of the bully or bullied player can be asked to attend training sessions, if they are able to do so, and if appropriate. The club committee should monitor the situation for a given period to ensure the bullying is not being repeated.
6. All coaches involved with both individuals should be made aware of the concerns and outcome of the process i.e. the warning.

BULLYING IS A CRIME IN THE STATE OF VICTORIA.

EVERYONE SHOULD UNDERSTAND THAT BULLYING IS SERIOUS AND OUR CLUB TAKES IT VERY SERIOUSLY.