

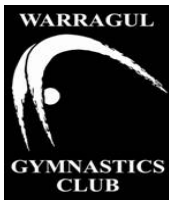
# Warragul Gymnastics Club Inc.

## 'No Bullying' Statement

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POLICY NAME	Warragul Gymnastics Club Anti Bullying Policy
DATE OF ISSUE	September 2008
POLICY COVERAGE:	All Warragul Gymnastics Club (WGC) and Gymnastics Victoria (GV) events and activities including competitions, education courses, workshops, meetings, seminars or any other activities organised by WGC and/or GV
DATE OF REVIEW	September each year
CONTROLLING BODY	Warragul Gymnastics Club
DEFINITIONS	<p>Bullying is the misuse of power, position or privilege; It is done to intimidate, coerce, create fear, control, embarrass, exclude, or cause pain or discomfort.</p> <p>It is recognised that Bullying can be</p> <ul style="list-style-type: none"><li>• Verbal, physical, social, or psychological</li><li>• Planned or unintentional</li><li>• Individual or group actions</li><li>• Of an isolated or continual nature</li></ul> <p>Acts of Bullying include</p> <ol style="list-style-type: none"><li><b>Verbal:</b> being teased, sworn at, taunted, threats, name calling, offensive language, picking on people because of their race, gender, religious beliefs, age, physical characteristics or family background. Verbal bullying includes electronic bullying</li><li><b>Physical:</b> unwanted pain, being hit, kicked, punched, pushed, hair pulled or spat on, belongings being taken and other unwanted action such as poking or otherwise physically intimidating.</li><li><b>Social:</b> being excluded from activities, ganging up on an individual</li><li><b>Psychological;</b> being made to feel uncomfortable, stand-over tactics used</li><li><b>Sexual:</b> including touching or brushing against one in a sexual manner, sexually oriented jokes, drawings of, or writing or making inappropriate comments about someone's body, using rude names or commenting about someone's morals, unwanted invitations of a sexual nature, asking questions about someone's private life.</li></ol>

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### 1. RELATED DOCUMENTS

Related WGC documents include the following: -: Privacy Policy, Constitution

### 2. Codes of behaviour INTRODUCTION

The Warragul Gymnastics Club endeavours to ensure gymnastics is fun and accessible to all. Each member of WGC should feel safe, always supported and valued. Bullying in any form is never acceptable. Bullying normally begins at school and can be carried over to the gymnastic environment. Sport is an important setting for the socialisation of young people, establishing values and the principles of fair play.

### 3. STATEMENT OF PRINCIPLE

WGC will

1. up hold the dignity and respect of the individual
2. provide a safe, secure environment for all
3. will create a supportive climate and break code of secrecy
4. raise awareness of the issues involved with bullying and provide information to clubs and members.
5. support and empower targeted members

### 4. SCOPE

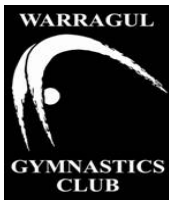
This policy covers all members of WGC including gymnasts, coaches, parents and administrators.

- 4.1.
- 4.2. Member Protection Policy
- 4.3. "No Bullying Statement" – to be provided to all gymnasts at the start of the year and/or in the case of an incidence of bullying. See the end of this document.

### 5. ANTI BULLYING POLICY

- 5.1. Where bullying is observed and reported appropriate action will be implemented.
- 5.2. Members of the gymnastic community (gymnasts, coaches, administrators and parents) will be expected to implement strategies to reduce and ultimately eliminate bullying.
- 5.3. Members should be encouraged and empowered to play a role in the mediation process of their peers involved in conflict and bullying.
- 5.4. Members will be expected to apply appropriate behaviour and will be assisted to recognise those which are not acceptable
- 5.5. Members of WGC will seek to stop bullying by indicating to bullies that certain behaviour is unacceptable;
- 5.6. This policy supports the member protection policy

### 6. CONSEQUENCES MAY INCLUDE



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Members found to be bullying face a range of consequences, from formal warning and recording of the incident to de registration. Examples are:

- Recording name and details on personal records and written warning
- Formal interview with key staff or WGC delegated committee member
- Parent notification and involvement
- Suspension and exclusion from WGC/GV teams
- De registration (for aggravated or persistent serious bullying)

#### 7. POLICY PROMOTION

This policy will be made available to all members.

This policy will be communicated to all coaches, staff and committee members.

#### 8. REVIEW

This policy will be reviewed by the Committee bi yearly.

#### ADDITIONS OR AMENDMENTS

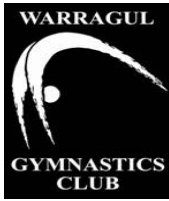
Recommendations for changes to the policy may be submitted to the WGC committee for consideration at any time.

If changes are accepted, the policy will be updated, and all stakeholders informed via the Club notice board, newsletter and other appropriate methods.

This policy has been adapted from the Anti Bullying Policy of Gymnastics Victoria.

This policy has been adapted from example provided on the Workers' Health website.  
<http://www.workershealth.com.au/worddocs/bullypolicy.doc>

Updated: AM 2018  
Adopted: 2012  
Reviewed:09/2018



## **Warragul Gymnastics Club Inc. 'No Bullying' Statement**

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# **Our Club says 'No' to Bullying!**

The Warragul Gymnastics Club is committed to providing all gymnasts, coaches, committee members, parents and staff with a healthy and safe environment free from bullying.

Bullying is repeated inappropriate behaviour directed toward someone. Examples of behaviour that could be bullying include:

- excluding someone from activities
- giving someone the majority of unpleasant tasks
- Verbal abuse
- humiliating someone through sarcasm or insults
- Intimidation

The Warragul Gymnastics Club expects all gymnasts, coaches, committee members, parents and staff to behave in a considerate manner and to treat each other with respect.

We encourage anyone who experiences bullying to report it. When bullying is reported, it will be investigated quickly and in accordance with our Anti Bullying policy (see section 6. Guidelines When Bullying Occurs).

Where necessary, a formal investigation will be undertaken, and disciplinary action may result.

**We all have a responsibility to ensure that  
bullying does not occur**