



Document No: TFNC-PRO-1.4.4
Document Name: Anti-Harassment and Anti Bullying Policy
Document Owner: General Manager of Football

Revision No: 1.0



ANTI HARASSMENT and ANTI BULLYING POLICY


Doc No.	Revision No.	Owner	Issue Date
TFNC-PRO-1.4.4	1.0	General Manager of Football	3/6/2024

Trafalgar Football Netball Club Inc.

ABN: 44 591 856 946

15 Reserve Road Trafalgar

Phone:

	Document No:	TFNC-PRO-1.4.4
	Document Name:	Anti-Harassment and Anti Bullying Policy
	Document Owner:	General Manager of Football
	Revision No:	1.0

Revision Summary

Document Risk Statement: High


This document will be reviewed on a yearly basis unless a process change occurs earlier than this period.

First Issue	Issue Date	Implementation Requirements
1.0	3/6/2024	Document Created

Version No.	Revision Date	Clause No.	Revision Details	Approved By
2.0				


Document Approval

Approval Position	Name	Signed	Date
General Manager of Football			

 <p>TRAFALGAR FOOTBALL NETBALL CLUB</p>	<p>Document No: TFNC-PRO-1.4.4</p> <p>Document Name: Anti-Harassment and Anti Bullying Policy</p> <p>Document Owner: General Manager of Football</p> <p>Revision No: 1.0</p>
---	---

Contents

1. PURPOSE	4
2. SCOPE	4
3. RELEVANT LEGISLATION	4
4. DEFINITIONS	5
5. OUR COMMITMENT	5
6. RESPONSIBILITIES	6
7. REPORTING AND COMPLAINTS PROCEDURE	6
8. CONSEQUENCES AND BREACHES	7
9. CONTINUOUS IMPROVMENT	7
10. CONTACT INFORMATION	7
11. ACKNOWLEDGMENT	7

	Document No:	TFNC-PRO-1.4.4
	Document Name:	Anti-Harassment and Anti Bullying Policy
	Document Owner:	General Manager of Football
	Revision No:	1.0

1. PURPOSE

The Trafalgar Football Netball Club (TFNC) is committed to creating a safe, respectful, and inclusive environment for all members, players, volunteers, supporters, and visitors. Harassment and bullying of any kind are unacceptable and will not be tolerated. This policy aligns with the latest Australian legislative requirements to prevent and address harassment and bullying within our club community

2. SCOPE

This policy applies to all individuals associated with TFNC, including but not limited to:


- Players
- Coaches
- Volunteers
- Club officials
- Supporters
- Spectators
- Visiting teams and their supporters

It covers all club-related activities, including games, training sessions, meetings, social events, and online interactions.

3. RELEVANT LEGISLATION

The TFNC adheres to all relevant Australian laws regarding bullying, harassment, and discrimination, including:

1. **Fair Work Act 2009 (Cth):** Provisions regarding workplace bullying, defining it as repeated, unreasonable behaviour that creates a risk to health and safety.
2. **Sex Discrimination Act 1984 (Cth):** Protection against sexual harassment and discrimination based on gender, sexual orientation, and related attributes.
3. **Racial Discrimination Act 1975 (Cth):** Prohibition of harassment or discrimination based on race, ethnicity, or national origin.
4. **Disability Discrimination Act 1992 (Cth):** Protection from harassment and discrimination for individuals with disabilities.
5. **Equal Opportunity Act 2010 (Vic):** Prohibits bullying, harassment, and discrimination in Victoria, including within community organizations.

	Document No:	TFNC-PRO-1.4.4
	Document Name:	Anti-Harassment and Anti Bullying Policy
	Document Owner:	General Manager of Football
	Revision No:	1.0

6. **Work Health and Safety (WHS) Laws:** Mandates that clubs and organizations provide a safe environment, free from bullying and harassment, for all members and participants.

4. DEFINITIONS

- **Harassment:** Unwanted, unwelcome, or inappropriate behaviour that offends, humiliates, or intimidates an individual. This may include verbal, physical, or written acts, including online communication.
- **Bullying:** Repeated, unreasonable behaviour that creates a risk to health and safety. Bullying can be physical, verbal, social, or psychological and can occur in person or online.

Examples of harassment and bullying include:


- Insults, slurs, or offensive jokes
- Threats, intimidation, or physical violence
- Cyberbullying through social media, emails, or messages
- Exclusion, gossip, or spreading rumours
- Unwelcome comments about someone's gender, race, religion, or other personal attributes

5. OUR COMMITMENT

TFNC is committed to:

- Promoting respect, fairness, and inclusion at all levels of the club.
- Educating members about acceptable behaviour and their responsibilities.
- Providing support to individuals who feel harassed or bullied.
- Responding promptly and effectively to reports of harassment or bullying.

[Type here]

	Document No:	TFNC-PRO-1-1
	Document Name:	Volunteer Manager
	Document Owner:	General Manager of Football
	Revision No:	1.0

6. RESPONSIBILITIES

Club Members and Participants

- Treat everyone with respect and refrain from engaging in harassment or bullying.
- Report incidents of harassment or bullying to a club official or designated representative.

Coaches and Leaders

- Lead by example and foster a culture of respect and inclusivity.
- Address inappropriate behaviour immediately and escalate issues where necessary.

Club Management and Committee

- Ensure all members understand this policy and its importance.
- Provide training and resources to prevent and address harassment and bullying.
- Take appropriate action to investigate and resolve complaints fairly and confidentially.

7. REPORTING AND COMPLAINTS PORCEDURE

Any individual who feels they have experienced or witnessed harassment or bullying can report the matter to:


- A club official (e.g., team manager or coach).
- The club's designated Welfare Officer.

Reports will be treated seriously, confidentially, and in accordance with our grievance resolution process.

Steps in the Complaints Process:

1. Receive and acknowledge the complaint.
2. Conduct a fair and impartial investigation.
3. Take appropriate action based on the findings, which may include mediation, warnings, suspension, or other disciplinary measures.
4. Provide feedback to the complainant on the outcome.

[Type here]

	<p>Document No: TFNC-PRO-1-1</p> <p>Document Name: Volunteer Manager</p> <p>Document Owner: General Manager of Football</p> <p>Revision No: 1.0</p>
---	--

8. CONSEQUENCES AND BREACHES

Any individual found to have engaged in harassment or bullying may face consequences, including but not limited to:

- Verbal or written warnings
- Suspension or expulsion from the club
- Referral to external authorities, where appropriate

9. CONTINUOUS IMPROVMENT

TFNC will regularly review and update this policy to ensure it remains effective and compliant with the latest legislative requirements.

10. CONTACT INFORMATION

For questions or to report an incident, please contact the TFNC Welfare Officer at [insert contact details].

11. ACKNOWLEDGMENT

By being part of the TFNC community, all individuals agree to uphold this policy and contribute to a positive, respectful, and safe environment for everyone.

Approved by: Jamie Marslen

Position: President

Date: 06/12/2024