

## White City SC Bullying and Harassment

Every person in sport, in every role, has the right to participate in an environment that is fun, safe and healthy and to be treated with respect, dignity and fairness. White City Soccer Club (“the club”) is committed to each player’s success in playing sport within a caring, responsive, and safe environment that is free of discrimination, violence, and bullying. Our club works to ensure that all players have the opportunity and support to develop to their fullest potential. The Club believes that we all have the responsibility to keep ourselves and others safe and that we all have the responsibility to respect ourselves, others, and the property of others.

### What is Bullying?

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 a player (adult or child)
- several people ganging-up on an individual team member
- a player calling a referee names and using offensive language
- an administrator mocking or humiliating a young coach.<sup>1</sup>

Not all behaviour that makes an individual upset or anxious is bullying. For example, if someone makes an inappropriate comment but it is made once and is not repeated, this is not bullying. A one-off incident of inappropriate behaviour, however, may constitute a breach of a Code of Conduct.

### White City Soccer Club approach to bullying

Bullying incidents or allegations are to be raised with the Coach or Team Manager immediately upon being identified. A referral can be made by any player, parent or official.

The club (management committee member) will meet with the player/s to ascertain the extent of bullying and the issues reported. The club will gather information from all available sources, both adult and junior players (with parental permission) where possible.

If it is established that a club player has engaged in bullying, the club will reprimand the player in an appropriate manner including, but not limited to the following:

- Internal suspension
- Review of registration conditions for continued bullying
- If there is no improvement, ultimately the player will be de-registered and asked to leave the club.

### **White City Soccer Club approach to victims of bullying**

The club will ensure we take seriously all players who bring bullying and harassment issues to our attention. All players will be listened to and supported through the process.

As soon as the club becomes aware of a player bullying or harassment of another player, the club will initiate the procedure for dealing with Bullying and Harassment as detailed above.

The club will counsel the player whilst determining the seriousness of the situation and gathering information. This may occur in a group situation with support for the player. The club will gather information from several sources, both adults and players if possible.

Assist players to develop strategies to manage bullying and harassment incidents.

### **White City Soccer Club expectations**

All players must:

- Follow and abide by the Bullying and Harassment policy
- Ensure they communicate to a responsible adult their concerns if they find themselves or others being bullied or harassed
- Seek assistance to develop and implement strategies to deal effectively with bullying and harassment
- If a player's team mate begins to bully someone, they shouldn't encourage the behaviour by giving it an audience. Instead of laughing or supporting it, they can let the bully know that such behaviour isn't entertaining.
- Tell their Coach/Team Manager or a trusted adult if they think someone is being bullied.

### **What can a player do if he/she is being harassed at club?**

- Initially ignore it and walk away
- Tell the person to stop. (You may need a friend to help you.)
- Tell them how the behaviour makes you feel
- Tell them it is a serious offence
- Tell your coach, Team Manager or a trusted adult. Tell them exactly what happened and what you have done. (You may need a friend to help you.)
- Tell your Coach/Team Manager, or trusted adult if the behaviour continues as the club will take all steps to work with you and your family to ensure your protection and well being.

### **If you are bullying or harassing someone at the club:**

- **Stop!** Bullying, Harassment and Violence is not acceptable in our club

### Parent and Club member responsibility

Players, parents, coaches, officials, administrators and sporting organisations all have ethical, legal and safety responsibilities to take action to prevent bullying occurring in sport and manage it, should it occur.

Everyone at the club should:

- Work cooperatively with the club and players in dealing effectively with bullying and harassment issues
- Promptly communicate to the club if they become aware of any bullying and harassment incidents involving their child at club
- Support their child(ren) in developing strategies to effectively deal with bullying and harassment

What Can Parents Do?

If your child is being harassed:

- Stay calm and listen carefully when they tell you about it
- Affirm that they have the right to feel safe and that you will help them
- Notify the club as soon as possible with the Coach being the first point of contact
- Rehearse with your child ways of responding to bullying
- Watch for signs of bullying: eg reluctance to go to the club;

If your child is harassing others:

- tell them to stop. Talk to them about why bullying is unacceptable.

Football NSW resources:

<https://footballnsw.com.au/help-for-kids/>

<https://kidshelpline.com.au/teens/issues/bullying>

