White City SC: Bullying and Harassment Policy

Our Commitment

White City Soccer Club (WCSC) is committed to providing a safe, respectful, and positive environment for every person involved in our club. All participants, in any role, have the right to enjoy soccer in a setting that is free from discrimination, bullying, and harassment. We believe everyone shares the responsibility to ensure the safety and well-being of themselves and others. This policy outlines our approach to preventing and addressing bullying and harassment.

What is Bullying?

Bullying is the deliberate and repeated act of causing physical, verbal, psychological, or social harm to another person. It can be carried out by an individual or a group. In a sporting context, bullying can manifest in many ways, including:

- Intimidation or aggression from an official, coach, or parent.
- A coach or player alienating a teammate.
- Multiple individuals ganging up on one person.
- Using offensive language or ridicule toward any participant.
- An administrator humiliating or mocking a coach or player.

It is important to note that not all upsetting behaviour is classified as bullying. A single, isolated incident of inappropriate behaviour, while potentially a breach of our Code of Conduct, does not constitute bullying unless it becomes a repeated pattern.

Our Procedure for Addressing Bullying

WCSC takes all reports of bullying and harassment seriously. Our process is as follows:

1. **Reporting:** Any player, parent, or official who witnesses or experiences bullying must immediately report the incident to their Coach or Team Manager.

2. **Information Gathering:** Upon receiving a report, a member of the Club Management Committee will meet with the individuals involved to understand the situation. Information will be gathered from all available and relevant sources, including players (with parental permission) and adults.
3. **Action:** If it is determined that a club member has engaged in bullying, the club will take appropriate disciplinary action, which may include:
    - A formal reprimand.
    - Internal suspension from club activities.
    - A review of the individual's registration status for continued incidents.
    - In severe or repeated cases, de-registration and removal from the club.

Support for Victims

The club is committed to supporting anyone who experiences bullying or harassment.

- We will listen to all concerns and provide support throughout the reporting and resolution process.
- Once an incident is reported, the procedure detailed above will be initiated promptly.
- We will work with affected individuals to develop strategies for managing and responding to such incidents.

Expectations and Responsibilities

All Players Must:

- Adhere to this Bullying and Harassment Policy.
- Report any concerns about bullying, whether experienced personally or witnessed to a responsible adult (Coach, Team Manager).
- Refuse to encourage or provide an audience for bullying behaviour. Instead of laughing or joining in, let the person know their actions are wrong.

If you are being bullied:

1. **Walk Away:** If possible, ignore the behaviour and remove yourself from the situation.
2. **Speak Up:** Clearly tell the person to stop. Let them know how their behaviour makes you feel.
3. **Report It:** Tell your Coach, Team Manager, or another trusted adult exactly what is happening. Do not hesitate to ask for help.

Parents and Club Members Must:

- Work cooperatively with the club to address all bullying and harassment issues effectively.
- Promptly inform the club if they become aware of any incidents.
- Support their children in developing positive strategies for dealing with bullying.
- If your child is being bullied, listen calmly, affirm their right to feel safe, and notify the club immediately.
- If you discover your child is bullying others, intervene immediately and explain why the behaviour is unacceptable.

Everyone at White City Soccer Club shares the responsibility to uphold this policy and contribute to a culture of respect and safety.

Resources

For more information and support on bullying and harassment, please refer to the following resources:

- Managing Poor Behaviour & Bullying - Football NSW
- How to help a young person experiencing bullying | headspace