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NORTH EAST WINDSPORT CLUB ANTI-HARRASSENT AND ANTI-BULLYING POLICY

It is the belief of the North East Windsport Club (NEWC) that all members must be treated respectfully and fairly when engaged in any club activity. Harassment and bullying have no place in club affairs and activities.

Bullying can be defined as “The use of force, threat, or coercion to abuse, intimidate, or aggressively dominate others”. Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyberbullying refers to bullying through information and communication technologies.”

Harassment can be defined as any type of behaviour that the other person does not want and that is offensive, abusive belittling or threatening. The behaviour is unwelcome and a reasonable person would recognise it as being unwelcome and likely to cause the recipient to feel offended, humiliated or intimidated.

Guidelines

1. Any behaviour regarded as bullying or harassment will be treated as serious and will be dealt with promptly, confidentially and impartially by the NEWC Executive or chosen independent party. No person who lodges a complaint with respect to harassment or bullying will be disadvantaged because they have made the complaint.
2. Complaints relating to harassment or bullying should be dealt with as most serious and may require the involvement of an independent mediator, or the police in the case of a criminal offence.
3. Internally, formal complaints should be received by the Commodore (unless the complaint directly concerns the Commodore).
4. On receiving a complaint the Commodore will decide whether:
 - they are the most appropriate person to receive and handle the complaint;
 - the nature and seriousness of the complaint warrants a formal resolution procedure;
 - to appoint a person to investigate (gather more information on) the complaint;
 - to refer the complaint to mediation;
 - to refer the complaint to a hearings tribunal;
 - to refer the matter to the police or other appropriate authority, and/or
 - to implement any interim arrangements that will apply until the complaint process set out in the Grievance Procedure Policy and Guidelines is completed.
5. Regardless of the process adopted, it will be based on the principles of justice where:
 - Both the complainant and the respondent must know the full details of what is being said against them and have the opportunity to respond.
 - Decision maker(s) must be unbiased, fair and just.
 - Penalties imposed must be fair.