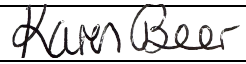


 Eltham Calisthenic College Anti Bullying and Harrassment Policy		Approval Date:	Feb 2025
		Review Date:	Feb 2027
		Version No:	02
Approved By:	Name:	Signature:	
President:	Karen Beer		
Vice-President:	Carolyn Milburn		

Our commitment

Eltham Calisthenics College seeks to provide a work environment that is safe and enjoyable for all.

Bullying has a detrimental effect on the Eltham Calisthenics College and its members. It can create an unsafe training environment, result in a loss of members, cause the breakdown of teams and individual relationships and increase absenteeism.

People who are bullied can become distressed, anxious, withdrawn and can lose self-esteem and self-confidence. Bullying is also in some circumstances against the law. For these reasons, bullying will not be tolerated by the Eltham Calisthenics College.

The Eltham Calisthenics College recognises that bullying may involve comments and behaviours that offend some people and not others. The Eltham Calisthenics College accepts that individuals may react differently to certain comments and behaviour. That is why a minimum standard of behaviour is required of members. This standard aims to be respectful of all members.

The Eltham Calisthenics College recognises that bullying can take place though a number of different methods of communication including face to face, email, text messaging and social media platforms. As such, this Policy applies to all methods of communication through which bullying can take place

This Policy applies to behaviours that occur:

- In connection with our club, even if it occurs outside normal training hours;
- At club related events and functions, for example, at Christmas parties; and
- On social media platforms where members interact.

This Policy applies to all members including coaches, committee members and volunteers. In so far as this policy imposes any obligations on the Eltham Calisthenics College (ie those additional to those set out under legislation), those obligations are not contractual and do not give rise to any contractual rights.

The Eltham Calisthenics College may unilaterally introduce, vary, remove or replace this policy at any time.

WHAT IS BULLYING?

Bullying occurs when an individual, or a group of individuals, repeatedly behaves unreasonably towards a member, or a group of members, and the behaviour creates a risk to health and safety. It includes both physical and psychological abuse.

Bullying behaviours can take many different forms, from the obvious (direct) to the more subtle (indirect). The following are some examples of direct bullying:

- Abusive, insulting or offensive language or comments; Violent, aggressive or intimidating conduct;
- Belittling or humiliating comments; Victimisation; and
- Practical jokes or initiation.

The following are some examples of indirect bullying:

- Unjustified criticism or complaints;
- Deliberately excluding someone from calisthenic-related activities; Withholding information that is vital for effective performance;
- Setting tasks that are unreasonably below or beyond a person's skill level;
- Denying access to information, supervision, consultation or resources to the detriment of the member;
- Spreading misinformation or malicious rumours; and
- Changing class arrangements to deliberately inconvenience a particular member or members.

The above examples are not an exhaustive list of bullying behaviours. They are indicative of the type of behaviours that may constitute bullying and are therefore unacceptable to the Eltham Calisthenics College. If you are unsure whether behaviour not provided on this list constitutes bullying you should contact Karen Beer in the first instance.

WHAT IS NOT BULLYING?

Reasonable management action taken by committee to direct and control the way coaching is carried out is not considered to be bullying, if the action is taken in a reasonable and lawful way.

The following are some examples of reasonable management action:

- Realistic and achievable performance goals;
- Fair and appropriate allocation of training hours;
- Team selection where a fair and transparent process is followed;
- Informing a member about unsatisfactory work performance in an honest, fair and constructive way;
- Informing a member about unreasonable behaviour in an objective and confidential way; Implementing organisational changes or restructuring; and
- Taking disciplinary action, including suspension or terminating a member where appropriate or justified in the circumstances.

OTHER UNACCEPTABLE CONDUCT

Single incidents of unreasonable behaviour (such as harassment, violence or threatening behaviour) can also present a risk to health and safety and will not be tolerated.

Harassment is considered to be any form of behaviour that is:

- Unwanted;
- Offends, humiliates or intimidates;
- or Creates a hostile environment.

Where such conduct occurs towards a person due to a particular characteristic of that person (such as when based on sex, sexual orientation, pregnancy, marital status, age, disability, ethnicity or race,) this may be unlawful under discrimination and equal opportunity law, even if it is limited to a single incident.

The Eltham Calisthenics College will also not tolerate any form of violence. violence is considered to be any incident where a person is physically attacked or threatened in the , whether this is directed to a co- member, subcontractor, client, customer or visitor.

It includes (but is not limited to):

- Any type of direct physical contact such as punching, pushing, tripping, spitting or blocking of someone's way;
- Any form of unwanted physical contact.

COMMITTEE AND COACHES ROLES

Committees and coaches have an important role to play in terms of fostering a culture that does not tolerate or encourage harassment, bullying or violence and should ensure that they do not engage in any conduct of this nature themselves.

Committees and coaches should also ensure that members understand this Policy and consequences of non-compliance. When Committees and coaches observe harassment, bullying or violence occurring, they should take steps to prevent this conduct from continuing and warn the person or people involved of the consequences if the behaviour continues (including disciplinary measures up to and including termination of employment).

Committees and coaches must also treat all grievances raised by members in accordance with the Eltham Calisthenics College's Grievance Handling Policy.

MEMBERS' ROLE

The Eltham Calisthenics College expects members:

- Not to engage in harassment, bullying or violence;
- Not to aid, abet or encourage others to engage in harassment, bullying or violence; To behave in a responsible and professional manner;
- Treat others in the with courtesy and respect;
- Listen and respond appropriately to the views and concerns of others; and
- To be fair and honest in their dealings with others.

ARE YOU EXPERIENCING BULLYING, HARASSMENT OR BEING SUBJECT TO VIOLENCE?

Complaints of bullying, harassment and violence will be taken seriously and will be handled in accordance with the Eltham Calisthenics College's Grievance Handling Policy.

If you make a complaint of bullying, harassment or violence it will be taken seriously and will be dealt with sympathetically and in a confidential manner (except where the Eltham Calisthenics College deems it is necessary to disclose information in order to properly deal with the complaint).

You will not be victimised or treated unfairly for making a complaint.

If the claim is found to be substantiated, the Eltham Calisthenics College will act in accordance with its Disciplinary & Termination Policy.

Please note that any member found to have fabricated a complaint may be subject to disciplinary action under the Disciplinary & Termination Policy, up to and including termination of employment.

OTHER MEASURES

The Eltham Calisthenics College also recognises the need for open communication in the club. The Eltham Calisthenics College may implement what training it considers necessary in relation to behavioural standards and where appropriate will hold meetings to address standards, expectations and any issues. The frequency, dates and form of this training and meetings will be determined by management of the Eltham Calisthenics College.

MORE INFORMATION

If you need any more information about bullying, harassment, or violence please see your group representative.

Kids Helpline

1800 551 800

Dolly's Dream

0488 881 033

Lifeline

13 11 14

OTHER POLICIES

Members are encouraged to read this policy in conjunction with other relevant Eltham Calisthenics College policies, including: Code of Conduct;

- Social Media Policy;
- Grievance Handling Policy;
- Discipline & Termination Policy.