



Warrandyte Basketball Association

BULLYING AND HARASSMENT POLICY

Purpose

Warrandyte Basketball Association (WBA) is dedicated to creating and maintaining respectful, fair, and safe environments for all club participants. Safe, secure, and stimulating sporting environments are platforms to promote good sportsmanship, respect, and inclusive behaviour.

Scope

WBA will seek to develop practices to raise awareness of bullying, address incidents of bullying and facilitate a positive and caring environment that does not foster bullying or violence. WBA will endeavor to promote the positive intrinsic benefits of a fair, safe, and respectful basketball environment.

Implementation

WBA recognises that people cannot participate, enjoy themselves or perform at their best if they are treated unfairly, discriminated against, or harassed.

Coaches, officials, organisers, administrators and parents should act as appropriate role models, and be vigilant in identifying and dealing with bullying.

Parents and players have a responsibility to be caring, positive and supportive of one another, and to use the administrative resources of the Association to work through relationship difficulties.

Players and their parents should understand that many WBA participants are involved on a voluntary basis.

- Coaches may implement respectful and well-conducted player discipline to adhere to a game plan. Basketball is a team game, requiring adherence to a game plan and that reasonable discipline may be applied when players do not work within this framework.
- Reasonable game day and training coaching strategies should not result in non-accidental injuries, include inappropriate training methods, demeaning comments on performance or physical attributes, inappropriate touching and should be considerate of age, cultural and religious differences.
- In the first instance and where appropriate, we ask that parents and players approach the coach at an appropriate time (not immediately after a game) to discuss any concerns and attempt to resolve the issue prior to committee involvement
- If there are concerns involving this issue that cannot be resolved during this initial conversation between player/parent and coach they may be raised respectfully through the complaints and grievances process.

Bullying will be dealt with in a two-fold process.

- Identify and report the bullying behaviour
- Act to solve and deal with the behaviour

WBA requests the assistance of coaches and parents in discouraging, identifying and, if necessary, supervising to prevent bullying and harassment, and co-operating in the education and discipline of those involved in any bullying and harassment conduct. Through the **Complaints and Grievances Policy**, WBA will seek to deal with any allegations of bullying & harassment. The WBA will seek further guidance from the **Basketball Australia Member Protection By-Laws** and any other relevant Policy throughout this process.



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Definitions

Harassment is the offensive treatment of one person by others or another through vindictive, cruel, bullying malicious or humiliating behaviour. Harassment is often the abuse of power or position and it can cause stress, anxiety, loss of self-belief, physical ill-health, and mental distress.

Bullying is when someone is subjected to behaviour that is hurtful, threatening or frightening to them. Such behaviour is **repeated over a period of time**.

Bullying can fall into a number of categories.

- **Physical Bullying:** this includes fighting, kicking, pushing, shoving, pinching, biting, hair pulling, scratching, spitting, locking in a room, aggressive play-fights, damaging a person's property, and any unwanted physical contact that is used to harm, hurt or intimidate
- **Verbal Bullying:** this includes abusive telephone calls, extorting money or material possessions, intimidation or threats of violence, name calling, racist remarks or teasing, sexually suggestive or abusive language, spiteful teasing or making cruel remarks, and spreading false and malicious rumours
- **Non-Physical and Non-Verbal Bullying:** this includes making rude gestures, staring, manipulating relationships, and ruining friendships, purposefully and systematically ignoring, excluding, and isolating someone and sending (often anonymously) offensive notes
- **Electronic Media Bullying:** this includes inappropriate use of text messages, emails, camera phones and websites.

What is not bullying

There are also some behaviours, which, although they might be unpleasant or distressing, are not bullying:

- mutual conflict - which involves a disagreement, but not an imbalance of power. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.
- single episode acts of nastiness or physical aggression, or aggression directed towards many different people, is not bullying
- social rejection or dislike is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others. Children not getting along well

References

<https://www.eduweb.vic.gov.au/edulibrary/public/stuman/wellbeing/respectfulsafe.pdf>

http://www.basketballsa.com.au/fileadmin/user_upload/Admin_Documents/Policies/MPP_Template_Jan2013_BA_Alterations_and_all_attachments.pdf

Review:

This policy will be reviewed every three years and is scheduled for review in 2023.

DOCUMENT CONTROL TABLE

Version No.	Approved by:	Date approved:	Next review date:
1	WBA Committee	21 June 2020	June 2023