



WASHINGTON AQUATICS SWIMMING CLUB

ANTI-BULLYING POLICY

Policy Statement We are committed to providing a caring, friendly and safe environment for all our swimmers. Bullying of any kind is unacceptable.

What is Bullying?

- The repeated intimidation of others by the real or threatened infliction of physical, verbal, written, electronically transmitted, or emotional abuse, with the intent of hurting another person.
- It may include, but not be limited to actions such as verbal taunts, name-calling, put down's unwarranted or invalid criticism, not picking and fault finding. Exclusion, isolation and being singled out, treated differently, shouted at and being humiliated are also forms of bullying.
- Bullying results in pain, upset and distress to the victim.
- Procedure 1. Report the bullying incident to your squad coach if you feel able, otherwise, the Club Welfare Officer, or in writing to the Secretary. All complaints will be dealt with confidentially.
- 2. A meeting will then be convened with the squad coach (if appropriate), the Welfare Officer, or other appropriate member of the club to discuss the issues, a way forward and a potential solution to the problems.
- 3. As a result of this meeting, a decision will be made as to whether the ASA and/or the Police need to be involved, or any further action needs to be taken.
- 4. An Attempt will be made to help the bully (bullies) change their behaviour
- 5. If mediation fails, and the bullying is seen to continue, the club will initiate disciplinary action under the club constitution.

