



THE FUTURE IS FOOTBALL
REDBACKS FOOTBALL
elthamredbacksfc.org.au



ELTHAM REDBACKS FOOTBALL CLUB INC.

ABN 34 394 819 801, Reg No. A0008940Y

Correspondence to: PO Box 236, Eltham, VIC 3095

Home ground: Cedar Ave, Eltham North

Eltham Redbacks Football Club

6.4 Bullying (taken from the Member's Protection Policy)

Adopted: January 2019

Scheduled for review: 2024

NOTE: For references to other 'parts', see the related section of the Member's Protection Policy.

6.4 Bullying

Bullying is characterised by repeated, unreasonable behaviour directed at a person, or group of persons, that creates a risk to health and safety. Bullying behaviour is that which a reasonable person in the circumstances would expect to victimise, humiliate, undermine, threaten, degrade, offend or intimidate a person. Bullying behaviour can include actions of an individual or a group.

Whilst generally characterised by repeated behaviours, one-off instances can amount to bullying.

The following types of behaviour, whether one-off, repeated or occurring as part of a pattern of behaviour, may be considered bullying:

- physical abuse including non-accidental physical trauma or injury. This may include, but is not limited to, hitting, shaking, giving a person alcohol or drugs or training that overwhelmingly exceeds the child's ability, development or maturity;
- verbal abuse including shouting, swearing, teasing, making belittling remarks or persistent unjustified criticism;
- excluding or isolating a group or person;
- spreading malicious rumours; or
- psychological harassment such as intimidation.

Bullying includes cyber-bullying which occurs through the use of technology. ERFC will not tolerate abusive, discriminatory, intimidating or offensive statements being made online. Frustration at a referee, teammate, opponent, coach or sporting body should never be communicated on social networking websites. These issues should instead be addressed – in a written or verbal statement or a complaint – to the club secretary.

If any person believes they are being, or have been, bullied by another person or organisation bound by this policy, he or she may make a complaint.

(Refer to the attachments in Part D of this policy.)

