



QSKC Policy: Anti-Bullying

Aim of the policy

The aim of this anti-bullying policy is to provide a working document giving clear guidance to Club members on our strategy to prevent/reduce and respond to bullying, as well as working with the victims and perpetrators.

Statement of intent

The members of the Queensland Sea Kayak Club (the Club) should be protected from bullying.

All club members have a right to be happy and enjoy their membership within the Club, with the right to paddle and learn the skills of sea kayaking in a safe and supportive club environment that values diversity – one free from bullying, harassment, discrimination and violence, with a responsibility to keep others safe and to treat them in the same way - with fairness, dignity and respect.

This policy applies to all financial Club members and outlines expectations and guidelines for dealing with incidents of bullying, violence or harassment as they apply to all members of our Club.

Definition of bullying

Bullying can be defined as: “Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally”.

Bullying is a repeated form of harassment which can be physical or psychological. It is a deliberate attempt to cause harm or pain to someone. It is unwanted, unwelcome, unsolicited and persistent. It is an abuse of power, position and/or privilege by an individual or a group of people and stems from the desire to feel “bigger, better or stronger” than someone else. It is done to intimidate, coerce, engender fear, to control. It aims to upset or create a risk to another person’s health and safety, or their property or their social acceptance. As such it undermines the rights of the individual, has a debilitating effect on morale and diminishes the very values our Club seeks to develop. It is damaging to the climate of our Club and prevents the Club from achieving its goals.

Types of bullying

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focussing on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: all areas of internet, email, web pages, chat room, forums, blogs, discussion groups, online social networking, instant messaging; mobile threats by text messaging and calls; misuse of associated technology such as camera and video facilities

Preventing and responding to bullying

The Club takes a “no blame” approach to bullying with the main aim being to stop bullying.

Procedures to follow include, but are not limited to:

1. All bullying incidents should be reported immediately to the Club President, Secretary or Queensland Canoeing.
2. The Club President, Secretary or Queensland Canoeing will record all reported bullying incidents and may share them with the members of the Management Committee.
3. Both the victim and perpetrator may be summoned to attend a Management Committee meeting to discuss the problem.
4. In severe instances, local police may be contacted.
5. The bullying behavior or threats will be investigated quickly and fully, with both victim and perpetrator informed that the behavior will/must stop immediately.
6. The bully may be asked to genuinely apologize to the victim and/or, if the victim prefers, will sign a letter promising to avoid all future contact with the victim.
7. There may be a disciplinary response including termination of Club membership in accordance with the Club’s Model Rules.
8. After the incident has been thoroughly investigated and dealt with, the Management Committee and Queensland Canoeing will monitor both parties to ensure that bullying does not resume or reoccur.

Club Members are also directed to the Australian Canoeing Inc. Member Protection Policy Version 6, adopted 16 December 2009: http://www.canoe.org.au/site/canoeing/ac/downloads/pdf_rules/bl-04%20Member%20Protection%20By-Law%20Ver.6%20effective%2016.12.2009.pdf