
ANTI-BULLYING POLICY

PURPOSE

At Murray United FC (MUFC), we believe that all members of the club have the right to an environment free from intimidation, humiliation and hurt. We all share a responsibility to foster, promote and restore the right relationships. We believe that bullying is unacceptable and we [Players, Coaches, Committee, and Parents] all share a responsibility for preventing it. This policy provides clear procedures and strategies to prevent, reduce and respond to bullying.

POLICY CONTENT

Whilst there is no universally accepted definition of bullying, there is consensus that Bullying behaviour:

- is deliberate and often repeated
- intends to cause fear, distress, hurt or harm to another
- is an action by a more powerful individual or group over a less powerful individual or group

Bullying takes many forms, all of which will cause distress.

Examples of bullying include:

- **Physical** - hitting, pushing, tripping, kicking, spitting on others etc.
- **Verbal** - teasing, using offensive names, ridiculing, spreading rumours etc.
- **Non-Verbal** - writing offensive notes or graffiti about others, using e-mail, text messaging or social media to hurt others, rude gestures etc.
- **Exclusion** - deliberately excluding others from group, refusing to sit next to someone etc.
- **Extortion** - threatening to take someone's possessions, food, or money etc.
- **Property** - stealing, hiding, damaging, or destroying property etc.
- **Cyber** - any form of bullying which is carried out through electronic means such as mobile phones, email, chat room, social networking, 'sms', web page etc.

How do we prevent bullying at Murray United FC?

At Murray United FC we adopt the following strategies to prevent bullying:

- Explicit modelling of positive behaviours by coaches at all levels
- Regularly recognising and acknowledging players who demonstrate appropriate behaviours that promote and restore right relationships
- Vigilant training and match day supervision

At Murray United FC Players are encouraged to:

- take some positive action to stop the bullying if they observe an incident
- report the bullying incident to a Coach or Child Safety Officer as soon as possible
- make it clear to their peers that bullying is not accepted

At Murray United FC Coaches and Committee are expected to:

- take positive action to stop the bullying when they observe an incident
- pass on information about any reported or observed bullying behaviours to the grievance@murrayunitedfc.com.au for further action

At Murray United FC Parents are encouraged to:

- listen to their child and encourage their child to speak to their Coach or committee member at the club
- Report bullying if they have a concern

How do we report bullying at Murray United FC?

Email grievance@murrayunitedfc.com.au as soon as possible after the incident including the following information:

Person being bullied

- Full Name
- Contact Number
- Email Address
- Description of bullying
- Supporting evidence – photo, video, witness statements etc.

Person/People Bullying:

- Name/s or people
- Age Group (if players in an MUFC Team)

Please also include MUFC Members you have spoken to and any current action taken

How do we respond to bullying at Murray United FC?

Bullying is viewed as a major breach of the [Football Australia National Code of Conduct and Ethics](#) and therefore follow up action will align with the Murray United FC Grievance and Complaints Policy.

Any reports of bullying will be investigated, and appropriate action will be taken promptly.

Procedures for investigating bullying and follow up

In discerning appropriate responses to bullying, the collective welfare of the club will be balanced with the individual needs of the person concerned.

- Preliminary interview(s) will be conducted to ascertain the specific nature of the bullying.
- The initial interviews should focus on the safety of individuals.

Decisions will be made as to the level of severity of the incident.

- Follow up interviews should focus on appropriate strategies to assist and support all involved.
- A record of the separate interviews should be kept.
- Regular monitoring and follow up with the people involved is necessary at training and match days.
- Any further recurrence of bullying may result in an issue of warning re suspension and could lead to the implementation of suspension procedures and, if necessary, removal of the player from the club through de-registration

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