



# ANTI-BULLYING AND HARASSMENT POLICY

Bournville Harriers is committed to providing a caring, friendly, and safe environment for all of our members so they can participate in an inclusive sport where everyone belongs and can flourish. Bournville Harriers has a zero-tolerance approach to bullying and harassment.

Bullying can be defined as offensive, intimidating, malicious, insulting or unkind behaviour, which can make a person feel vulnerable, upset, humiliated, undermined, threatened or hurt, emotionally or physically. Some examples are given below.

Harassment is any unwanted physical, verbal or non-verbal conduct that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

Bullying and harassment of any kind is unacceptable.

We expect that all members will work together to prevent bullying and harassment. If bullying or harassment does occur, everyone should feel able to speak up and know that incidents will be dealt with promptly and effectively. This means that anyone who believes that bullying or harassment is happening within the club environment (whether to themselves or others) is encouraged to tell the Club Welfare Officer, a Committee member, competition provider, or England Athletics (EA).

Anyone raising a concern must not suffer any form of retaliation in response.

## **What is bullying?**

Bullying takes many forms. It is often, but not always, aimed at certain people because of their race, religion, gender, sexual orientation, or any other aspect such as appearance or disability. It can be cyber/online or face to face and it can also happen behind a person's back.

The following are examples:

- Physical bullying, hitting, slapping, or pushing someone.
- Verbal abuse; name calling, gossiping, or threatening someone.
- Non-verbal abuse; hand signs or text messages.
- Emotional abuse; threatening, intimidating, or humiliating someone.
- Undermining, constant criticism or spreading rumours.
- Controlling or manipulating someone.
- Making silent, hoax or abuse calls.
- Making malicious complaints.

Bullying which is racial, homophobic, transphobic, or because someone has a disability can also be a hate crime.

### **What is cyber/online bullying?**

Cyber bullying is where the bullying occurs online or through electronic communication. It can be particularly serious. The following are examples:

- A coach sends negative feedback about a participant via personal text message.
- A club member posts negative, harmful, or false comments about a fellow member on a club forum or social networking platform..
- Someone maliciously publishes private or identifying information about a club member on the internet.
- Someone maliciously poses as another person online.

### **What is harassment?**

Unlawful harassment may involve conduct of a sexual nature (sexual harassment), or it may be related to age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation. Harassment is unacceptable even if it does not fall within any of these categories.

Harassment may include, for example:

- unwanted physical conduct or "horseplay", including touching, pinching, pushing and grabbing;
- continued suggestions for social activity after it has been made clear that such suggestions are unwelcome;

- unwelcome sexual advances or suggestive behaviour (which the harasser may perceive as harmless);
- racist, sexist, homophobic, or ageist jokes, or derogatory or stereotypical remarks about a particular ethnic or religious group or gender;
- offensive emails, text messages, or social media content; or
- mocking, mimicking, or belittling a person's disability.

### **What to do if you are being bullied or harassed**

If you are being bullied or harassed, consider whether you feel able to raise the problem informally with the person responsible. You should explain clearly to them that their behaviour is not welcome or makes you uncomfortable.

If this is too difficult, or in serious or repeated cases, talk to the Club Welfare Officer (contact details below) or a member of the Committee (or, where relevant, a competition provider or EA) so that the matter can be investigated and any appropriate action taken.

### **Related policies and procedures**

- Club Constitution
- Safeguarding Policy
- Codes of Conduct
- Club Disciplinary Policy
- Club Inclusion Policy
- Club Social Media Policy

### **Useful contacts**

- Club Welfare Officer – [welfare@bournvilleharriers.org.uk](mailto:welfare@bournvilleharriers.org.uk)

Other contacts:

- UKA 07920 532552/ <mailto:safeguarding@uka.org.uk>
- EA [welfare@englandathletics.org](mailto:welfare@englandathletics.org)
- <https://www.nationalbullyinghelpline.co.uk> 0300 323 0169