

CUMANN LÚTHCHLEAS GAEL COILLTE MACH

APPENDIX 4

Anti -Bullying Policy (as incorporated into the Code of Conduct)

Scope of policy: This policy applies to the whole membership of the Club in their relationships with each other, players, coaches, underage players and their parents/guardians.

Objective: The Club is committed to fostering an atmosphere of respect, understanding, and encouragement between all Club members so that the development and contribution of every individual can be acknowledged, and all can work together to benefit personal growth and good of the Club.

Content:

Definition: Bullying consists of repeated inappropriate behaviour whether by word, by physical action or otherwise, directly or indirectly applied, by one or more persons against another person or persons which undermines the individual person's right to personal dignity. Note: This is not to be confused with the good-natured banter that goes on as part of the normal social interchange between members, players and their coaches/team mentors.

Types of behaviour deemed to be inappropriate:

- Humiliation; including name-calling, reference to academic ability etc.
- Intimidation; including aggressive use of body language.
- Verbal abuse, anonymous or otherwise.
- Physical abuse or threatened abuse.
- Aggressive or obscene language.
- Offensive joke; whether spoken or by email, text messaging etc.
- Victimisation; including very personal remarks.
- Exclusion and isolation.
- Intrusion through interfering with personal possessions.
- Repeated unreasonable assignment to duties that are obviously unfavourable.
- Repeated unreasonable tasks.
- Threats, including demands for money.
- An attack by rumour, gossip, innuendo or ridicule on any individual's reputation.

Statement on Bullying:

- Every member of the Club is entitled to respect and to be free of any type of bullying.
- The Club will work proactively, as far as it can, to ensure that bullying does not take place.
- Reporting incidents of bullying is responsible behaviour.
- A record will be kept of all reported incidents of bullying.
- The matter will be dealt with seriously.
- The Club will, if appropriate, put in place a programme of support for both the bully and the bullied.
- Appropriate action will be taken to ensure that it does not continue.

Procedures for Noting and Reporting Incidents of Bullying:

- Club members and particularly youth members should discuss any incident of bullying with their coach/team mentor or another trusted adult within the Club; this is responsible behaviour rather than “telling tales”.
- Parents/guardians of underage players should contact the coach/team mentor or Club Chairman regarding incidents of bullying behaviour which they might suspect or that have come to their attention through their children or any other person.

Incidents of bullying behaviour, no matter how trivial, which are drawn to the attention of the Club, will be dealt with in the following manner:

- Appropriate personnel will interview all of the members involved in a bullying incident.
 - The alleged victim and alleged perpetrators of the incident will be spoken to and encouraged to solve the problem.
 - The alleged victim and perpetrators will be invited to explain any relevant details and a report shall be made to the Executive Committee
 - All interviews will be conducted with sensitivity and with due regard to the rights of all members involved.
 - Records will be kept of all incidents and of the procedures that were followed.
- Where the incident is deemed to be minor, a verbal warning will be given to the bully to stop the inappropriate behaviour, pointing out how he/she is in breach of the Code of Conduct and trying to get him/her to see the situation from the victim’s point of view. If the incidents involve youth members and it is deemed appropriate, parents may be contacted.
- If the behaviour persists, appropriate sanctions in accordance with Appendix 1 will be imposed.
- If there is serious incident, perhaps repeated verbal assault or coercion, (if the incidents involve youth members parents will be involved and) appropriate sanctions applied.