



University of WA Cricket Club - Harassment and Anti-Bullying Policy

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The University of Western Australia Cricket Club (**UWACC**) is committed to providing and maintaining a caring, friendly and safe environment for all players, staff and supporters, ensuring they can train and play in a relaxed and secure atmosphere. Harassment or bullying of any kind is unacceptable at our club, and will not be tolerated in any form.

Purpose

The purpose of this Harassment and Anti-Bullying Policy is to protect the UWACCs players, staff and supporters from the health and safety risks, both physical and mental, associated with harassment and bullying.

All club and association administrators, coaching staff and parents should have an understanding of what bullying is. All members should know what the competition policy is on bullying, what they should do if bullying arises and follow the policy when bullying is reported. As a competition, the WACA takes bullying seriously. Members of the WACA should be assured that they will be supported when bullying is reported. Bullying is not tolerated.

Bullying

Bullying is an ongoing and deliberate misuse of power in relationships through repeated behaviour that intends to cause physical, social or psychological harm. It can involve an individual or a group misusing their power or perceived power over one or more persons who feel unable to stop it happening. It can happen in person or online and is generally repeated, or has the potential to be repeated.

There are many different types of bullying, that can either be obvious to spot or more subtle, including the following:

Physical bullying: Physical bullying includes hitting, kicking, tripping and pushing, or otherwise damaging property.

Verbal bullying: Verbal bullying includes name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse.

Social bullying: Social bullying is often harder to recognise and can be carried out behind someone's back. It is designed to harm someone's social reputation or cause humiliation. Social bullying can include lying and spreading rumours, encouraging others to socially exclude someone, damaging someone's social reputation or broader acceptance of that person.

Cyber bullying: Cyber bullying is intentional and repeated harm inflicted through the use of computers, phones and other electronic devices. It can include abusive or hurtful texts, emails or posts, images or videos, excluding others online and imitating others online or using their accounts.

Everybody has the right to be treated with respect. The University Cricket Club has a responsibility to respond quickly and effectively to harassment and bullying of any kind, and will not condone any conduct listed above or similar behaviour.

Identifying Bullying

Bullying can be difficult to spot, but certain signs and behaviours can indicate if people are suffering harassment. A person saying they are being bullied or harassed is one sign that should always be taken seriously, but other markers include the following:

- changes in sleep or eating patterns;
- rapid mood changes, including tears or anger;
- becoming withdrawn or beginning to stammer;
- becoming aggressive or unreasonable;
- refusing to talk about what is causing distress;
- has missing or damaged belongings or clothes;
- no longer wants to attend training or games;
- excluded from groups around the club;
- a frequent target for teasing, mimicking or ridicule; or
- unable to speak up, or appears insecure or frightened.

Procedure

If you spot an incidence, or indicator of bullying, or are concerned for a player's welfare:

1. Talk to the person you think is suffering bullying or harassment. **Listen** to their responses about whether their welfare is being impacted. Ask if they need help, have tried resolving the situation themselves, and are OK. Listen calmly without interrupting.
2. If the person suffering agrees, report the incident to the player welfare subcommittee at uccplayerwelfare@gmail.com, a senior committee member or a coach. If a committee member or a coach is responsible for the abuse, reach out to a person separate to the individual causing the distress, and the matter will be dealt with without their knowledge of the report, until it becomes necessary (see the Club's Conflict of Interest Policy).
3. In cases of serious bullying, the incidents will be reported to the State or Territory Cricket Association for advice.
4. If the harassment or bullying concerns a player under the age of 18, or at the discretion of the committee, parents are to be informed and will be asked to meet with the Clubs Child Safety Officer to discuss the issue if appropriate.
5. If necessary and appropriate, police will be consulted.
6. At the conclusion of the committee's investigation, and a determination that bullying or harassment has occurred, the bullying behaviour or threats of bullying are to be stopped quickly.
7. An attempt will be made to help the bully (or bullies) to change their behaviour.

Prevention

The following four step non-compliance strategy will be followed if anyone breaches the aforementioned policy:

1. an assumption will be made that the person undertaking the bullying and harassment is unaware of the policy;
2. a staff member or club representative will approach the person breaching the policy and ask them to refrain from the behaviour and remind them about the policy, and why it matters;

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3. if bullying or harassment continues, a senior club member will verbally warn the person or persons undertaking the harassment, and hand over a formally written letter or behavioural contract for the person to sign and return. The letter will outline the Anti-Bullying Policy and state that if the person continues to undertake the relevant behaviour, they will be asked to leave.
4. If the bullying does continue, then the person will be reported directly to the State Cricket Association, and asked to leave the club.