



ANTI HARASSMENT, BULLYING AND DISCRIMINATION POLICY GUIDELINES FOR SELF OR INFORMAL RESOLUTION

1. Introduction

- 1.1. These guidelines set out some steps that can be taken to resolve complaints about harassment, bullying or discrimination by individuals themselves or by referring the matter to a coach, manager or other Club representative.

2. Self resolution

- 2.1. In many cases, telling the person concerned that their behaviour is causing distress, explaining why it is unwelcome and asking it to stop will be enough. Often the person concerned is not aware that their behaviour is causing offence or distress and telling them will be enough to make them stop.

3. Informal resolution

- 3.1. If the complaint can't be resolved by self-resolution, or if an individual does not feel comfortable addressing the issue face to face, they should discuss the matter and seek guidance from an appropriate person.
- 3.2. For players, the appropriate person could be the team coach, team manager, or another Club representative.
- 3.3. Informal resolution involves resolving concerns through dialogue and without a formal complaint. Informal options include the coach, manager or Club representative:
- 3.4. Speaking to the person concerned and letting them know that their behaviour is causing concern or distress to the complainant and that it is unacceptable to the Club.
- 3.5. Facilitating a discussion between the complainant and the other party as a means of resolving the situation, or reconciling the parties and reaching a satisfactory resolution.
- 3.6. Mediating between the parties as a way of focusing on repairing the relationship and reaching an agreement as to how the parties can act towards each other in the future. Mediation can be undertaken by the coach, manager, Club representative but both parties should agree to the choice of mediator.

4. Definitions:

- 4.1. The following definitions apply to this guideline:
- 4.1.1. "Board" means the Club's Board elected in accordance with the Club's constitution.
- 4.1.2. "Bullying" means any repeated unreasonable behaviour that is directed towards a person or a group of people that can lead to physical or psychological harm.
- 4.1.3. "Child" or "children" means a person who is aged less than 16 years.
- 4.1.4. "Club" means Cashmere Technical Football Club.
- 4.1.5. "Discrimination" means any action that results in someone being treated less favourably than another person in the same or similar circumstances because of their sex, colour, religious belief, race, marital status, ethnic or national origins, family status, ethical belief, sexual orientation, political opinion, age or disability.
- 4.1.6. "Harassment" means any unwelcome, unsolicited and unreciprocated behaviour that is humiliating, offensive or intimidating and is either repeated, or of such a significant nature that it has a detrimental effect on the person, their performance, contribution or their sporting environment. Harassment includes (but is not limited to) sexual or racial harassment.
- 4.1.7. "Investigator" means a person appointed by the Board to investigate a formal complaint and provide a report on the complaint.



4.1.8. “Unreasonable behaviour” means actions that a reasonable person in the same situation would regard as unreasonable and includes victimising, humiliating or threatening a person.

4.1.9. “Young person” means a person aged between 16 years and 18 years.

5. Key relevant documents:

5.1. Privacy Policy

5.2. Guidelines for Formal Resolution