



Bullying Policy

1. Introduction

Swan River Rowing Club (SRRC) is committed to creating a safe, supportive, and inclusive environment, free of bullying, intimidation, harassment, and abuse for participants of all ages and all backgrounds. Swan River Rowing Club has a zero-bullying tolerance and will take disciplinary action where necessary.

This policy will be reviewed and distributed annually to all members. Coaches, staff members, volunteers and Board members will be sufficiently informed of their duties. If necessary, training courses will be provided through mechanisms provided by Rowing WA, Rowing Australia and/or the Department of Sport and Recreation¹.

The SRRC Bullying Policy should be read in conjunction with similar policies provided by Rowing Australia and Rowing WA. These policies are made available on the respective websites of each organisation.

2. Definition

Bullying is defined as when people repeatedly and intentionally use words or actions against someone or a group of people to cause distress and risk to their wellbeing. It can involve verbal, non-verbal, social and psychological forms (including social media). Bullying can be towards groups or individuals.

For the purposes of clarity, bullying can include but is not limited to:

- Verbal abuse such as name calling and insulting
- Physical harm
- Exclusion from groups
- Spreading rumours or lies
- Online bullying in the form of messages, online postings, and behaviour
- Harassment based on sex, gender, race, religion, or disability
- Taking advantage of power/influence over others to intimidate and abuse to make others feel less powerful or helpless.

3. Roles and Requirements

The SRRC Board has a duty to enforce the zero-tolerance of bullying. All SRRC members, athletes, coaches, Board members, officials, parents, and staff also have a duty to create a safe, supportive and inclusive environment.

3.1. Member Protection Officer

Each year the SRRC Board will appoint a Member Protection Information Officer (MPIO). This appointee is up to the discretion of the Board and Head Coach with the preference of choosing a person that is approachable and is not in a position of power at the club.

The Member Protection Information Officer provides information and guidance on bullying complaints procedures. They are the person that members can go to when bullying arises

<https://www.playbytherules.net.au/online-courses/mpio-online-course>

whether the member wants to act or not. MPIO's have read and understood this policy and will handle bullying complaints escalation.

The SRRC MPIO will work with the Rowing WA's Sport Development Manager, who is an accredited MPIO. Members of the SRRC may approach the Rowing WA's Sport Development Manager directly if they wish.

3.2. Members

Members have a duty to help create a safe, supportive and inclusive environment - whether they are involved in the situation or whether they are witnessing it. Members have a right to feel safe and to be treated fairly and respectfully.

Bullying has an impact on everyone. If bullying is not stopped or challenged it can create an unhealthy environment where people feel unsafe, and powerless.

Members are encouraged to call out bullying behaviour, should they witness it. Where members witness bullying and believe that an intervention is required, they can share their concerns with the SRRC MPIO and/or a member of the SRRC Board. Members can also approach the Rowing WA's Sport Development Manager.

4. Procedures

4.1. Self-management

The lowest escalation procedure is preferable. If the member can handle the situation on their own, they can approach bully and tell them their behaviour is unwanted and not acceptable

If the member is unable to confront bully or does not want to, they can inform the Member Protection Officer of the bullying.

4.2. Notifying Member Protection Information Officer

Member Protection Information Officer will note:

- Time
- Date
- Persons involved
- Location
- Scenario
- Note any witnesses
- Preferred action

MPIO will notify Head Coach, President and/or Safety Officer for appropriate action. Escalation level will be dependent on severity and actionability of bullying. Head coach and/or Safety Officer can choose appropriate action or can escalate to notify the Board.

4.3. Notifying Board

If the complaint is escalated to the Board, the Board will decide on the appropriate action. The Board will inform themselves on the scenario from both the complainant and the offending persons. If the severity deems it, the Board will notify Rowing WA of the complaint.

4.4. Notification to the Rowing WA MPIO

If the complaint is escalated directly to the Rowing WA MPIO, it is anticipated that the Rowing WA MPIO will notify the Board. The Board will decide on the appropriate action. The Board will inform themselves on the scenario from both the complainant and the offending persons. If the severity deems it, the Board will work with Rowing WA MPIO.

5. Policy Amendments

Amendments to this Policy can be made by the Board at a Board meeting, where this is a quorum of Board members. A quorum is defined as two-thirds of the Board, where at least the President and Director of Safety is represented.