



MIDLAND SKI CLUB ANTI-BULLYING POLICY

Midland Ski Club recognizes its duty of care and responsibility to safeguard all participants from harm and will seek to ensure bullying is not condoned.

The Club:

- Expects all members and parents of juniors to follow this policy in addition to the other Club safeguarding policies and relevant codes of conduct.
- Will take action to investigate and respond to any alleged incidents of bullying.
- Will ensure coaches have access to relevant information or training.

Bullying can include:

- Physical pushing, kicking, etc
- Verbal name calling, teasing, humiliation, etc
- Ignoring individuals
- Making derogatory posts on line
- Unwanted physical contact
- Acting in a discriminatory or inappropriate way by, eg, making racial or sexual comments

Each participant, coach, volunteer or official will:

- Respect each individual's rights to an environment where safety, security, praise, recognition and opportunities to take responsibility are available
- Respect the feelings and views of others
- Recognise that everyone is important and value individual differences
- Show appreciation of others
- Be committed to early identification of bullying and the prompt and collective action to deal with it
- Promptly report any incidents of bullying to the most senior coach present or Club Welfare Officers (CWOs).