

ANTI BULLYING & HARASSMENT POLICY



This anti-bullying & harassment policy outlines how we feel about bullying and harassment as a club or organisation, what we'll do to tackle it and how we'll support match officials who experience bullying and harassment.

This policy must be signed by all spectators and members of your club or organization to meet the Refspeak National Award criteria.

BULLYING & HARASSMENT OF THE MATCH OFFICIAL

Below are our organisational definitions of sideline bullying and harassment.

- 1.0 Directly addressing the match official from the sideline other than by the appointed club official (coach) to alert the match official of a substitution or injury.
- 1.1 Direct and Indirect derogatory comments towards the match official at any time before, during or after the sporting activity.
- 1.2 Sustained attempts to harass the referee by shouting "Ref" or "Referee" with the exception of definition 1.0
- 1.3 Approaching a match official other than the agreed appointed club official about decisions made during play.
- 1.4 Verbal challenge of any match official decisions during and after the sporting activity.
- 1.5 Excluding or ignoring when spoken to by the match official and refusing to adhere to instructions given by the match official.
- 1.6 Encroachment onto the field of play
- 1.7 Physical or verbal threats toward the match official either directly or indirectly.
- 1.8 Derogatory comments towards the match official via social media that bring the club or organisation into disrepute.

I understand that by signing this is an Anti-Bullying policy and I agree to abide by the rules stated. I also accept and understand that I may be removed from the sporting event and or our club/organisation should I breach the definitions of bullying outlined in the policy agreement.

Member Name _____ **Signed** _____ **Date** _____

Official Name _____ **Signed** _____ **Date** _____