

## **ANTI-HARASSMENT & BULLYING POLICY**

The King River Horse & Pony Club (Inc) is committed to providing a sport environment free of harassment.

The King River Horse & Pony Club (Inc) believes that everyone has the right to be treated with respect and dignity.

The King River Horse & Pony Club (Inc) will not tolerate any form of harassment and will take all complaints of harassment seriously, and will ensure they are dealt with promptly, seriously, sensitively and confidentially. Disciplinary action may be taken against a person who is found in breach of this policy.

### **Application of policy**

This policy applies to all riders, coaches, employees, administrators, officials, volunteers and members of the King River Horse & Pony Club (Inc).

Harassment may occur, for example, from:

- coach to rider
- rider to rider
- rider to coach
- administrator to coach
- coach to coach
- coach to administrator

### **Unlawful harassment**

Sexual harassment and various other forms of harassment are unlawful under federal and state/territory anti-discrimination laws applying to the King River Horse & Pony Club (Inc).

Those engaging in harassment can have legal action taken against them under these laws. For this reason, the King River Horse & Pony Club (Inc) has a legal responsibility to ensure that harassment does not occur in the course of any of our activities.

### **Harassment (general)**

Harassment consists of offensive, abusive, belittling or threatening behaviour directed at a person or people, because of a particular characteristic of that person or people. The behaviour must be unwelcome and the sort of behaviour a reasonable person would recognise as unwelcome and likely to cause the person to feel offended, humiliated or intimidated.

Bullying is a form of harassment and is any inappropriate behaviour using force or power. Bullying undermines another person's self-esteem & confidence. It may be a one-off or may be repeated incidents:

- Disparaging remarks
- Public criticism
- Verbal abuse
- Written abuse
- Threats
- Shouting
- Sarcasm
- Belittling
- Name-calling
- Smirking
- Swearing
- Socially excluding people
- Spreading rumours & innuendo

None of these behaviours are acceptable to the King River Horse & Pony Club (Inc).