



AOFC | ANTI BULLYING POLICY

Type	Policy
Purpose / Audience	Internal / Members / Club Personnel / Club Board / Volunteers
Implemented Date	June 2023
Review Date	June 2025

Adelaide Olympic Football Club (AOFC) is committed to providing an environment in which all individuals or organisations involved with the Club are treated with respect. Membership and registration with the Club as well as participation in its activities, brings many benefits and privileges. At the same time, registrants and or organisations are expected to fulfil certain responsibilities and obligations including but not limited to complying with the Clubs By-Laws, Policies and Procedures.

Irresponsible behaviour by members, parents, volunteers, administrators, staff members, contractors or officers can result in severe damage to the integrity of the Club. Conduct that violates these values may be subject to sanctions pursuant to this Policy.

Objectives of the AOFC Anti-Bullying Policy:

- Bullying will not be tolerated.
- All players, coaches and managers and parents of AOFC should have an understanding of what bullying is.
- All managers and coaching staff should know what the club policy is on bullying and follow it when bullying is reported.
- All players should know what the club policy is on bullying and what they should do if bullying occurs or is suspected.
- As a club we take bullying seriously. Players and parents should be assured that they will be supported when bullying is reported.

Definition of “bullying”:

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying consist of three basic types of abuse – Emotional, verbal and physical. Bullying can be and does include:

- Verbal bullying including derogatory comments, lies, false rumours, teasing, ridicule and bad names
- Emotional bullying includes being unfriendly, sending hurtful or tormenting messages via social media forms
- Bullying through social exclusion or isolation, being ignored and or left out
- Physical bullying includes pushing, kicking, hitting, punching or any other use of violence.
- Being attacked because of their religion, race or colour, gender or sexuality including but not limited to taunts, graffiti, gestures, etc.
- Sexually unwanted physical contact or sexually abusive comments



- Misuse of associated technology such as unwanted camera and video usage and social networking exposure

Signs and indicators of bullying:

A player may indicate he or she is being bullied by signs or behaviour, adults should be aware of these possible signs and should investigate if a player:

- Says he or she is being bullied
- Is afraid or unwilling to go to training, practice or games
- Becomes withdrawn anxious, or lacking in confidence
- Feels ill before training sessions
- Is nervous and /or jumpy when a message is received (e.g. text, IM, phone, social network)
- Comes home with clothes torn or training equipment damaged
- Asks for money or starts stealing money (to pay the bully)
- Has unexplained cuts or bruises
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above

In some more severe situations, other indicators can include:

- Cry them-selves to sleep at night or has nightmares
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Attempts suicide, runs away or hurts themselves deliberately (self-harm)

Directions for coaches/managers noticed that a payer is being bullied:

- Ask the player directly
- Take any incidents of bullying that they tell you about seriously
- Talk calmly with the player about their experiences
- Make note of what the player says
- Reassure the player that they have done the right thing by telling you
- Understand that your player may need to change aspects of their behaviour
- Never approach another parent directly
- Do not encourage your player to retaliate
- Contact the AOFC Junior Committee / Board immediately

**AOFC Procedures:**

1. Immediately report the bullying incidents/behaviour to AOFC. A complaint can be communicated verbally, initially, to a Club official or employee but must be followed up in writing (letter and/or email). AOFC Incident Form should be submitted to AOFC via AOFC's Junior or MiniRoo Manager.
2. The Club will take every concern seriously, investigate the issue and report back to you in a timely manner.
3. In serious cases, parents may be asked to come in to discuss the problem.
4. If necessary and appropriate, the police will be consulted.
5. If bullying is found, it will be stopped immediately by possible removal of the player(s) who is bullying from the Club until a suitable process has been met through club policy.
6. A record will be kept on the incident(s), investigation and any action(s) taken.
7. The bully (bullies) will be placed on probationary period with the club of no less than six (6) months.

POLICY ACTIVATION

This policy has been endorsed by the AOFC Board and Junior Committee.

Date: 06/06/2023

Archie Christakos,
President – Adelaide Olympic Football Club