



## POLICY

### NSW BOCCIA

#### HARASSMENT FREE POLICY

##### **Purpose:**

To ensure that all activities run by BNSW do not allow behaviours broadly described as harassment to occur. These behaviours will include situations where people experience feelings of undue stress, bullying or general aggressiveness. Situations of harassment will not be allowed in any situation, whether this involves coaches, athletes, officials, volunteers or spectators.

##### **Policy Procedures:**

1. All members of BNSW will uphold the values which confront harassment behaviours, and communicate that it is unacceptable at a BNSW event
2. All members of the BNSW Committee will encourage any person who is experiencing harassment at a BNSW event to report their experiences or observations either verbally or in writing
3. Any reported incidence of harassment must be reported to the nominated "Event Director" who will immediately address the situation, and will record the circumstances. Actions taken may include an informal discussion or calling the Police and ensuring that a person is removed from the event.
4. Any reported incidences of harassment will be taken to the next scheduled BNSW Committee by any member. They will be discussed, minuted, and all agreed actions will be identified and followed up. Feedback will be given to the original complainant.
5. **Note; The committee will always encourage people to use the legal system, and will in no way replace the investigation role of the Police, and will support any formal external complaint procedure available to members of the public**

This policy will be reviewed by the Committee on an annual basis.

A copy will be posted on the Boccia NSW website.

Any complaints about this policy should be made in writing to the Committee, and will be considered at the next possible Committee meeting.

Date presented to the Boccia NSW Committee: July 2013

Date approved by the Boccia NSW Committee: August 2013

Date of next review: August 2014