

Western Australia Veterans Cricket Incorporated

A.B.N. 30 378 941 547

c/- WA Cricket, PO Box 6045, East Perth WA 6892



WAVC ANTI BULLYING POLICY

This policy applies to all members, committee, coaches, players, visitors and volunteers the WAVC.

Statement of Intent

Western Australia Veterans Cricket is committed to providing a caring, friendly and safe environment for all of our members, so they can train and play in a relaxed and secure atmosphere. WAVC places a strong emphasis of our members Mental Health, so bullying of any kind is unacceptable. If bullying does occur, it will be dealt with directly by the WAVC promptly and effectively.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person.

Bullying can be:

- **Emotional:** being unfriendly, excluding, tormenting (eg hiding kit, threatening gestures).
- **Physical:** pushing, kicking, hitting, punching or any use of violence.
- **Racist:** racial taunts, graffiti, gestures.
- **Sexual:** unwanted physical contact or sexually abusive comments.
- **Homophobic:** because of, or focusing on the issue of sexuality.
- **Verbal:** name-calling, sarcasm, spreading rumours, teasing.
- **Social/Cyber:** All areas of internet, including emails, messaging, social media platforms and telephone calls.

Everybody has the right to be treated with respect. Members who are bullying need to learn different ways of behaving. The WAVC Executive Committee has a responsibility to respond promptly and effectively to issues of bullying.

Policy Objectives

- WAVC Executive members and volunteers should have an understanding of what bullying is.
- All members should know what the club policy is on bullying, what they should do if bullying arises and follow the policy when bullying is reported.
- WAVC takes bullying seriously. Members should be assured that they will be supported, when bullying is reported.
- Bullying will not be tolerated.

Signs & Symptoms

A member may indicate by signs or behaviour that he or she is being bullied. Members should be aware of these possible signs and that they should investigate if a fellow member:

- Says they are being bullied
- Changes their usual routine
- Becomes withdrawn, anxious, or lacking in confidence
- Has possessions which are damaged
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above.

These signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

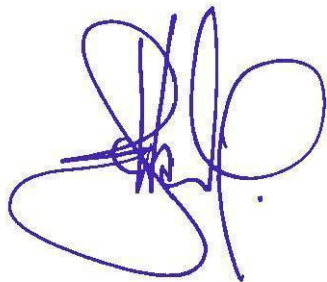
1. Report bullying incidents to a WAVC Executive Member.
 2. In cases of serious bullying, the incidents will be reported to WA Cricket, for advice.
 3. Members should be informed and will be asked to come into a meeting to discuss the problem.
 4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
 5. An attempt will be made to help the bully (or bullies) change their behaviour.
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Prevention

The following four step non-compliance strategy will be followed if anyone breaches the WAVC Anti-Bullying Policy.

1. Assume the person is unaware of the policy.
2. The WAVC Executive or a member will approach the person breaching the policy and ask them to refrain from the behaviour and remind them about the policy and why it matters.
3. If an offence continues, the WAVC Executive or a member will verbally warn them again and the matter will now be referred to the WAVC Executive

WAVC Executive will investigate the complaint and if deemed in breach of the Anti-Bullying Policy will issue a penalty appropriate to the severity of the breach, which may take the form of an apology and time away from the game.



Jason Hamling GAICD
Chairman
WA Veterans Cricket

Dated: 22 Feb 2025
