



AUSTRALIAN  
FLYBALL  
ASSOCIATION

## Anti-Bullying Policy

1 January 2022

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## ANTI-BULLYING POLICY

The **AFA** is committed to providing an environment that is free from bullying. We understand that bullying has the potential to result in significant negative consequences for an individual's health and wellbeing, and we regard bullying in all forms as unacceptable in our sport.

Bullying is characterised by unreasonable behaviour directed at a person, or group of persons. Bullying behaviour is that which a reasonable person in the circumstances would expect to victimise, humiliate, undermine, threaten, degrade, offend or intimidate a person. Bullying behaviour can include actions of an individual or a group.

Whilst generally characterised by repeated behaviours, one-off instances can amount to bullying.

The following types of behaviour, either as individual acts, repeated or occurring as part of a pattern of behaviour, would be considered bullying:

- verbal abuse including shouting, swearing, teasing, making belittling remarks or persistent unjustified criticism;
- excluding or isolating a group or person;
- spreading malicious rumours; or
- psychological harassment such as intimidation.

Bullying includes cyber-bullying which occurs through the use of technology. New technologies and communication tools, such as smart phones and social networking websites, have greatly increased the potential for people to be bullied through unwanted and inappropriate comments. The **AFA** will not tolerate abusive, discriminatory, intimidating or offensive statements being made online.

Breaches of the Anti-Bullying Policy may be considered to be wilful action prejudicial to the interests of the **AFA**, and may result in disciplinary action being instituted against the offending **AFA member** or group of **AFA members** under the provisions of **Constitution**.