



Lions Inline Hockey Club

Bullying & Harassment Policy

Policy Rationale

Lions Inline Hockey Club is committed to providing an environment and culture free from discrimination, harassment, bullying and victimisation. This Policy aims to establish clear expectations of behaviour and responsibilities, and procedures for dealing with complaints of discrimination, harassment and bullying.

Policy

This Policy applies to all Players, Parents, Guardians, Coaches, Rink Officials, Volunteers, Committee Members, Team Managers, and Contractors involved in Club and National Body activities and events.

Harassment in any form will not be tolerated. Harassment includes but is not limited to, unsolicited remarks, gestures, physical contact, slander or libellous acts. Specifically forbidden is harassment of sexual, religious, racial and/ or ethnic nature. Additionally, retaliation and/or intimidation against any individual who has made a complaint will be considered harassment. This Policy also applies to all telecommunications, internet and social media activity:

- On behalf of the Lions Inline Hockey Club
- At any time that could bring Lions Inline Hockey Club into disrepute
- At any time that could bring into doubt a Lions Inline Hockey Club player/volunteer/committee member/contractor's ability to carry out their role and/or adequately represent Lions Inline Hockey Club

Obligations & Responsibilities

- The Club has a statutory obligation to provide a safe environment, free from the stress that discrimination, harassment and bullying can cause.
- Everyone involved in the Lions Inline Hockey Club has a responsibility to:
 - Be aware of the terms of this Policy (as varied from time to time) and their rights and obligations under it
 - Comply with this Policy, (as varied), at all times
 - Maintain confidentiality concerning any complaint and/or investigation.

Individual Legal Liability

- Under New Zealand law, any individual who discriminates against, harasses or bullies another person, or engages in behaviour otherwise prohibited by legislation and/or this Policy may be held personally liable for their unlawful actions.
- Instances of discrimination, harassment and bullying could be considered (serious) misconduct and result in disciplinary action up to and including dismissal.
- Such behaviour could also amount to a breach of the Constitution. If a member's membership is terminated following a dispute resolution process, then the applicant may be re-admitted only by a General Meeting on the recommendation of the Committee.

Procedures for Resolving Complaints

- If you feel you have been discriminated against, harassed or bullied, we encourage you to address your complaint as soon as possible so that a resolution can be promptly achieved.
- An accusation of harassment is a serious one to make against another person. What is alleged must be true and should be raised with someone who has a right to know the information, such as the President or Committee Member. An accusation of harassment can be potentially defamatory and may have serious consequences for the individual(s) involved, so confidentiality must be maintained by all parties.
- There are three options available to you:
 1. Self-help: You could explain to the person responsible that their behaviour is of concern (specifying what that behaviour is), that you don't like it, and ask for it to stop
 2. A verbal Complaint is made by the Player, Parent or Guardian to the President who will investigate the complaint and find a resolution for all parties concerned. This will be considered resolved.
 3. A verbal Complaint is made by the Player, Parent or guardian to the President who investigates the complaint but cannot find a resolution for all parties. The Complainant will be asked to put their complaint in writing to the President, who will escalate to the Secretary for submission to the Committee. Evidence will be sought from all parties and where appropriate other team members, or witnesses. The Committee will attempt to negotiate between parties to ideally bring both parties to resolution either together or separately. This could mean disciplinary hearings for the offending party. Where behaviour of an illegal nature is identified the Committee will escalate to the Police for further investigation and action.