

Aspire Badminton Club: Bullying and Discrimination Policy

1. Introduction

At Aspire Badminton Club, we are committed to providing a safe, inclusive, and respectful environment for all our members and participants. We firmly believe that every individual deserves to be treated with dignity and respect, and we stand against any form of bullying, harassment, or discrimination. This policy outlines our stance on bullying and discrimination and sets forth guidelines for addressing such incidents should they arise within our club.

2. Definitions

2.1 **Bullying:** Bullying is defined as any intentional, aggressive, or harmful behaviour, whether physical, verbal, or psychological, directed towards an individual or group repeatedly and over time. Such behaviour may include, but is not limited to, teasing, taunting, spreading rumours, social exclusion, or cyberbullying.

2.2 **Discrimination:** Discrimination refers to the unfair or prejudiced treatment of an individual or group based on characteristics such as race, colour, ethnicity, nationality, religion, gender, sexual orientation, age, disability, or any other protected status.

3. Prevention and Education

3.1 Aspire Badminton Club will actively promote a positive and inclusive atmosphere where bullying and discrimination are not tolerated. We will conduct regular educational sessions and workshops for members, coaches, staff, and volunteers to raise awareness about bullying and discrimination issues, their impact, and how to prevent them.

3.2 Members will be encouraged to report any incidents of bullying or discrimination they witness or experience, knowing that their concerns will be taken seriously and dealt with promptly and confidentially.

4. Reporting Procedures

4.1 Any member who believes they have been a victim of bullying or discrimination or have witnessed such behaviour must report the incident immediately to a coach, staff member, or a designated club official.

4.2 Reports can be made verbally or in writing, and individuals are encouraged to provide as much detail as possible about the incident, including dates, times, locations, and the parties involved.

5. Handling and Investigation of Complaints

5.1 All reports of bullying and discrimination will be taken seriously and treated confidentially.

5.2 The club will conduct a thorough and impartial investigation into each reported incident.

The investigation will be led by a designated club official or committee member who is knowledgeable about the issue.

5.3 If the investigation reveals that bullying or discrimination has occurred, appropriate disciplinary action will be taken against the perpetrator(s). The severity of the consequences will depend on the nature and gravity of the incident and may range from a warning to termination of club membership.

6. Support and Intervention

6.1 Aspire Badminton Club will offer support and assistance to individuals who have been affected by bullying or discrimination. This may involve providing access to counselling services or connecting them with relevant support organisations.

6.2 The club will take steps to ensure the safety and well-being of the affected individual(s) during and after the investigation process.

7. Non-Retaliation

The Badminton Club strictly prohibits any form of retaliation against individuals who report incidents of bullying or discrimination. Any retaliation will be treated as a separate violation and will result in disciplinary action.

8. Communication and Awareness

This policy will be made available to all members, coaches, staff, volunteers, and parents/guardians of minor members. The club will also communicate the policy through its website, social media channels, and other appropriate means to promote awareness.

9. Review and Updates

The Badminton Club will periodically review and update this policy to ensure its effectiveness and compliance with any changes in laws or regulations related to bullying and discrimination. By following this policy, Aspire Badminton Club aims to create a welcoming and safe environment where all individuals can enjoy the sport of badminton free from bullying and discrimination.

Last updated: July 2023

Aspire Badminton Club

<https://www.revolutionise.com.au/aspire/>