

Bullying, Harassment and Inappropriate Behaviour

1. Definitions

SLSSA = Surf Life Saving SA

SLSA = Surf Life Saving Australia

The Club = Somerton SLSC Inc

CYP = Child or Young Person (any member aged under 18)

PPA = Person in Positions of Authority includes but is not limited to:

- Patrol Captain/Vice Captain;
- Club Captain/Vice Captain;
- any member holding an official position;
- AGM;
- Junior co-ordinator;
- Chaperones; or
- Coaches

2. Background

CYP

The Club is a member of SLSSA and SLSA and adopts the policies and processes of both, specifically relevant to this policy, is Appendix A of the [SLSA Policy – Member Protection](#), which details principles and procedural benchmarks in relation to the protection of CYP's and Appendix B of the [SLSA Policy – Member Protection](#) and must be read in conjunction with this policy.

Bullying, harassment and inappropriate behaviour

Bullying, harassment and inappropriate behaviour occurs when someone is made to feel intimidated, insulted or humiliated on the basis of sex or sexuality, marital status, disability or impairment, religion, race, skin colour, nationality or gender. This can be physical, verbal or nonverbal.

Bullying, harassment and inappropriate behaviour in any form is unacceptable.

3. Scope

This policy applies to all areas within which The Club operates and all members whilst participating in any activities involving The Club.

4. Responsibilities

The Club will provide a safe environment for all and is committed to establishing and maintaining a culture where bullying, harassment and inappropriate behaviour in any form is unacceptable. When such behaviours occur, The Club will work together with members and parents and guardians (if a CYP).

The Club will ensure all members are aware of this policy and the [SLSA Policy – Member Protection](#) by having them accessible via the club website and will provide a copy to any member who requests it.

PPA should act within the confines of their duties at all times and wear their uniform or identification tag/badge/pass only while involved in delivering activities at The Club.

5. Procedure

If bullying, harassment or inappropriate behaviour is observed by or reported to any PPA, follow the procedure detailed in the Grievance Policy (SSLSC-Policy-3).