



CHBA Bullying and Harassment Policy 2006

All players and parents have a responsibility to ensure that they do not discriminate against, harass or vilify others and to know their responsibilities and rights in relation to Coffs Harbour Basketball's bullying and harassment statement..

Harassment is any form of behaviour that:

- A person does not want
- Offends, humiliates or intimidates
- Targets a person because of their race, disability, gender, age, and abilities

In general, bullying is characterised by constant, inappropriate, overt and covert behaviour that:

- criticises,
- belittles and/or isolates;
- is offensive,
- intimidating,
- humiliating,
- and undermining behaviour involving groups or individuals.

Types of bullying can include:

- Intimidating or humiliating behaviour
- Verbal abuse and constant put downs
- Inappropriate text and msn messages
- Inappropriate comments about personal appearance,
- Inappropriate comments about a person's perceived skill level
- Interfering with personal belongings without permission
- Persistent, unreasonable criticism of player performance and unreasonable demands.

The 2005 Coffs Harbour Basketball Committee wish to make it **perfectly clear** that the Coffs Harbour Basketball Association is a **Harassment Free Association**. This is to ensure that the Association maintain public trust (locally, regionally and nationally) and confidence in the integrity and professionalism of the services provided by Coffs Harbour Basketball.

We wish to introduce the player and parent 'rights of responsibility' which ensures that all of our members (and their parents) have the opportunity to enjoy, learn and develop skills in a safe and healthy sporting and social environment.

Anyone who believes that are being subjected to harassment and bullying within the association can lodge an official confidential complaint with the Administrator of the association or Judy Smith (Secretary). Official complaint forms are available from the administrator either personally, by fax or by e-mail.

All actions have a consequence. In severe instances if required, players will be removed from teams and the Coffs Harbour Basketball Representative Program.

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