

RATIONALE

Every person in our leagues, in every role, has the right to participate in an environment that is fun, safe and healthy, and to be treated with respect, dignity and fairness.

Bullying denies participants these rights and can result in feelings of disgrace, embarrassment, shame or intimidation. Bullying can also affect an individual's performance, level of enjoyment, work or school life, academic achievement and physical and mental health.

WHAT IS BULLYING?

Bullying is when an individual or group uses its power and strength to repeatedly, deliberately and intentionally use words or actions against another or a group that hurts, threatens, excludes, harasses or humiliates verbally, physically, psychologically or electronically making the victim feel oppressed, traumatized and powerless.

Bullying can occur in schools, workplaces, sporting clubs, community groups or online. A one-off dispute, incident or day-to-day conflict and disagreements may not be considered bullying behaviour and may resolve itself, however when these incidents become repetitive, it could be bullying behaviour and should be dealt with promptly.

HOW COMMON IS BULLYING?

Every day across Australia, thousands of children, adolescents and adults are suffering the pain and humiliation of being bullied. It's estimated that 1 in 5 Australians are bullied and often scars don't go away and the effects of bullying can be devastating to the victim, their family and friends.

The Internet has made it possible for bullies to harass their victim 24/7, providing no reprieve. Cyber bullying is intergenerational and is becoming difficult for authorities to control with perpetrators hiding behind fake accounts, a keyboard, iPad or mobile device. The anonymity of cyber bullying allows the bully to write vicious comments leaving behind emotional, rather than physical or verbal scars.

The CM&GR Leagues has zero tolerance to all forms of bullying and we encourage victims and bystanders to call out any instances and take action to ensure there is behavioural change. We all have a duty of care to demonstrate the same level of respect online as we would have off-line.



FOUR TYPES OF BULLYING

Types	Definition	Examples
VERBAL	Using words, phrases, or verbal clues that embarrass, harass, or intimidate others	Name calling teasing racial comments sarcasm rumours mean spirited comments intimidating words
SOCIAL	Intimidating, controlling, or harmful actions that are done mainly in groups	Humiliating in front of others using graffiti about others putdowns exclusions mobbing
PHYSICAL	Using your body parts such as hands and feet to harm, control, or intimidate	Unwanted touch, hitting, spitting, tripping, pushing, shoving aggressiveness
CYBER	All of the above through social media sources	Posting pictures without permission harmful texts Inappropriate messages about others

WHAT TO DO WHEN BULLYING OCCURS?

If you see or hear of an episode of bullying your club's role should be of a supportive bystander. Bystanders can be either part of the bullying problem or an important part of the solution to stop bullying. Bystanders can act in different ways when they see or know about bullying:

- Some bystanders take the side of the bully by laughing at the victim, encouraging the bully or by passing on text messages or messages on social media sites like Facebook and YouTube.
- Some bystanders will give silent approval or encourage the bully by looking on and doing nothing.

- Some bystanders may watch or know about the bullying but don't do anything. They may not know what to do or are scared. This group of bystanders knows that bullying is not ok.
- Some bystanders will be supportive and take safe action to stop the bully, find help or support the victim.

Supportive Bystanders

If bystanders are confident to take safe and effective action to support victims then there is a greater possibility that bullying can stop and the person who is bullied can recover.

Sometimes it is not easy to work out how to help safely because bullying, especially cyber bullying can happen in different ways and places and at any time, 24/7.

There is no one size fits all approach to being a supportive bystander. For supportive bystanders to take safe and effective action here are some suggestions:

- Make it clear to your Club members that the Club has a zero tolerance to bullying behaviour,
- Encourage members to call out bullying behaviour and club leaders should lead by example,
- Support the person who is being bullied to ask for help. E.g. assist them to get help or provide them with information about where to go for help. The first step can be to contact the Operations Manager of the CMFNL, who will provide advice on the next course of action.

SOME SIMPLE STRATEGIES FOR DEALING WITH CYBER BULLYING

Strategy 1: Don't respond immediately

The aim of a lot of cyberbullying is to annoy, upset or confuse the person who is being targeted, so that they react emotionally. If you're being cyberbullied, keep in mind that the person who's targeting you wants you to respond.

- Do not to give them what they're looking for. If someone says something to you online, tags you in a photo you don't like, or just generally does something unkind, put down your phone for an hour or more. Take that time to give yourself some emotional distance, and think carefully before you respond.

Strategy 2: Follow up when you're calmer

After at least an hour, you'll probably feel a little calmer. Now you can go back online – maybe even with a friend or family member with you – and get a proper feel for the situation before responding to the person who is cyberbullying you.

Using calm, neutral language, try to work out the situation with the person without letting them get to you. They might not even realise that you interpreted their actions as cyberbullying, and so a calm conversation is a good place to start.

Strategy 3: Take screenshots

Screenshots are the best way for you to report an instance of cyberbullying. After all, the person who's cyberbullying you may delete their comment or photo when they realise that it might get them in trouble. Screenshots will ensure you always have a copy of what was said or posted.

Strategy 4: Try to stop compulsively checking posts

When you're in the thick of a cyberbullying attack, it can feel like the person who is cyberbullying you is literally in your head with you, shouting things in your ear and demanding your attention. But it doesn't have to be that way. You can always limit your social media time to a few hours a day. That way, the bullying doesn't feel constant, and you can take a break from the online world to look after yourself. You should never have to feel like you can't go online, but you can make sure you don't spend all day online dealing with bullying.

Strategy 5: Report and block

Most social media sites want to help you feel safe online. They don't want you to experience cyberbullying, either, so they have a lot of built-in tools to keep you safe. Block your bully's number and encourage your friends to do the same.

Talk to an adult you trust and share with them your concerns. Sharing your concerns is the first step in dealing with any form of bullying.