



## **STAFFORD RCMCC harassment and bullying policy**

Harassment / bullying is unwanted behaviour which the perpetrator knows, or should know, offends you, makes you feel distressed, alarmed, fearful, embarrassed, or intimidated. Unwanted behaviour could be, but not limited to:

- spoken or written words
- offensive emails, tweets or comments on social networking sites
- images and graffiti
- physical gestures
- facial expressions
- untrue or malicious allegations
- jokes (that portray offence particular to a person with intent to hurt)

Harassment is **unlawful** under the Equality Act if it's because of or connected to one of these things:

- age
- disability
- gender reassignment
- race
- religion or belief
- sex
- sexual orientation.

A behaviour does not need to have previously been objected to, for it to be unwanted. In other words, the person that feels they are being harassed or bullied does not need to tell the perpetrator that their behaviour is causing distress.

The Stafford RCMCC will not tolerate harassment or bullying of any of its members. All members have the right to take part in their hobby without fear of being subjected to abuse or persecution. We all share a common interest; we are an inclusive not an exclusive club, through tolerance and respect we achieve this.

## **Objectives of this Policy**

- All committee members, and club members should have an understanding of what bullying is and what the club policy is on bullying and follow it .
- All members should know what the club policy is on bullying, and what they should do if bullying arises.
- As a club we take bullying seriously. Members should be assured that they would be supported when bullying is reported.
- Bullying will not be tolerated.

**Signs and Symptoms:** A member may indicate by signs or behaviour that he or she is being bullied. All members should be aware of these possible signs and that they should investigate by reporting to a committee a member or the club Chairperson or Secretary if felt necessary.

**Some** of the signs of being bullied are:

- He or she says that they are being bullied
- is unwilling to go to club events
- becomes withdrawn anxious, or lacking in confidence
- has possessions go "missing"
- asks for money or starts stealing money (to pay the bully)
- has unexplained cuts or bruises
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated.

Any allegations of harassment or bullying will be investigated. Any individual found to be behaving in a manner deemed to be covered under this policy will be held to account at the highest level of the club who will act against the perpetrator including removal of membership.

The member who feel that they are subject to bullying by a person or persons should without delay report bullying incidents to committee a member or the club Chairperson or Secretary if felt necessary.

Also If any member feels that another member is subject to bullying by a person or persons they should without delay report bullying incidents to a committee member or the club Chairperson or Secretary if felt necessary.

If the situation cannot be resolved at club level, or the level of abuse be of a serious nature, the matter can be referred to the executive committee of the BRCA. This can be done by anyone (Please see the BRCA harassment and bullying policy). This could lead to a removal of BRCA membership that would lead to the person or persons being unable to race at any BRCA affiliated club of event.

If the club feel that the situation is of a very serious nature, then the club reserve the right to involve the police.