

BRCA 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

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 BRCA 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 are an inclusive not exclusive organisation.**

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 Association who will act against the perpetrator, up to and including removal of membership.

The member should first seek resolution at the club or venue where the harassment or bullying is taking place. The club or venue is encouraged to deal with the matter at the point it is reported and not allow the situation to continue. If the member is happy with the way the situation is dealt with, it does not necessarily need reporting to the association.

Should the situation not be resolved at club / venue level, or the level of abuse be of a serious nature, the matter can be referred to the executive committee. This can be done by anyone.

Investigating such allegations is not only time consuming but difficult by their nature. For this reason, an early resolution is encouraged to 'nip it in the bud' and not allow the situation to escalate to the point of official intervention.

To report matters of harassment or bullying, a report and any supporting evidence should be sent to

safeguarding@brca.org

We all share a common interest and through tolerance and respect, we can all expect to participate without fear. I sincerely hope to not be investigating any such allegations!!

Mark Trinder
BRCA safeguarding officer
safeguarding@brca.org

The British Radio Car Association (BRCA):

- (a) To promote the construction and competition of radio-controlled cars.
- (b) To facilitate the exchange of information and ideas relating to the sport.
- (c) To set rules and standards for construction and competition.
- (d) To encourage National and International competition within a co-ordinated calendar.