

MACCABI AUSTRALIA'S ANTI-BULLYING POLICY

Maccabi regards bullying in all its forms as unacceptable and requires its Participants not to bully others with whom they interact through their Maccabi participation. Bullying is defined at law as repeated unreasonable behaviour that creates a risk to (physical or psychological) safety.

Bullying behaviour can include:

- physical or verbal abuse
- humiliation
- domination
- yelling, screaming or offensive language
- excluding or isolating other persons
- psychological harassment
- intimidation
- assigning meaningless tasks unrelated to the job
- giving Maccabi personnel (paid or unpaid) impossible jobs
- deliberately changed rosters to inconvenience particular Maccabi athletes, team managers, coaches and volunteers
- undermining work performance by deliberately withholding information vital for effective work performance.

Bullying of any form or for any reason can have long-term effects on those involved, including bystanders.

Bullying is not:

- Legitimate comment and advice, including relevant feedback, coming from an appropriate person (e.g. Club President or Director of Coaching)
- Respectful conflict or disagreements between equals
- Single incidents
- Children not getting along well
- An existing mutual disagreement or conflict

It is important to note that many people refer to bullying as harassment or discrimination. However, bullying may not be unlawful under federal or state anti-discrimination laws unless it is linked to, or based on, one of the characteristics covered by these laws, such as the person's age, sex, race or disability.

CYBER BULLYING

Cyberbullying is bullying that takes place over digital devices like mobile phones, computers, and tablets. Cyberbullying can occur through SMS, Text, and apps, or online in social media, forums, or gaming where people can view, participate in, or share content.

Cyberbullying behaviour might include:

- abusive texts and emails
- hurtful messages, images or videos
- imitating others online
- excluding others online
- humiliating others online
- spreading nasty online gossip and chat
- creating fake accounts to trick someone or humiliate them

Incidences of cyberbullying and image-based abuse can be reported to the eSafety Commissioner.

<https://www.esafety.gov.au/>