

## ANTI-BULLYING POLICY

Bullying is defined in safety legislation as the repeated and unreasonable behaviour directed at a person or group of people which creates a risk to health and safety. Bullying of any form or for any reason can have long-term effects on those involved, including bystanders.

Maccabi regards bullying in all its forms as unacceptable and you must not bully others with whom you interact through your Maccabi participation.

Bullying behaviour can include:

- physical or verbal abuse
- humiliation, domination, intimidation, and/or victimisation
- yelling, screaming or offensive language
- excluding or isolating other persons
- psychological harassment
- 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 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 through information and communication technologies 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.

Given the emergence of new telephone and internet social networks, the opportunity for unwanted and improper comments and statements has dramatically increased. Messages or statements made in these ways using these means of communication are largely instantaneous, and can easily be abused.

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
- encouraging a negative statement to be made on a social media platform
- creating fake accounts to trick someone or humiliate them

Frustration at an official, team-mate, coach, or sporting body should never be communicated on social network channels, but rather by way of reasoned and logical verbal and written statements and where appropriate, complaints to the relevant controlling club, league or peak sporting body (including MAI or any other organisation that is bound by the MPP).

Bullying has the potential to cause great anxiety and distress to the person who has been the target of any comments or statements. In some cases, bullying can be unlawful discrimination and/or is regarded as a criminal offence (including under safety laws) punishable, amongst other things, by imprisonment. It must be dealt with and reported in the same manner as any other criminal offence.

You can report incidents of cyberbullying and image-based abuse to the eSafety Commissioner at <https://www.esafety.gov.au/>.