



COMMONWEALTH CLYDESDALE HORSE SOCIETY AUSTRALIA

(Federal Council) Incorporated

Reg.No. A0019631A ABN 24 748 123 650

(CCHS)

POLICY ON BULLYING

Bullying is an issue in many sports today.

The Commonwealth Clydesdale Horse Society Australia wants members, organisers and officials to know that bullying is not acceptable at any CCHS events.

RESPECT

Every official, competitor and helper has the right to be treated with dignity and respect. The CCHS has a responsibility to ensure this occurs at all events. The CCHS can only discipline the appropriate person/s if intimidation is reported. We encourage any person who feels they have been bullied to report it in writing to the CCHS Federal Council Office:

- Reports will be handled promptly and confidentially;
- Disciplinary action will be taken against those who have bullied others at events run under the auspices of the CCHS or a Show Society. *Eg: Royal or Country Show event.*

WHAT IS BULLYING?

Bullying is an inappropriate behaviour using force or power. Bullying undermines another person's self-esteem and confidence. It may be a one-off or may be repeated incidents:

Disparaging remarks
Public criticism
Verbal Abuse
Written abuse
Threats
Shouting
Sarcasm
Belittling

Name-Calling
Smirking
Harassment
Swearing
Socially excluding people
Spreading rumours and innuendo
Throwing papers etc down/around

None of this is ever acceptable. Please report it to a CCHS official.
Being uptight at a competition is no excuse for bad behavior.

WHAT IS THE COST OF BULLYING?

Bullying is not confined to the school yard. It costs Australians an estimated \$12 billion a year.

- 1 in 3 quit work because of bullying (UK data)
 - Bullying may make officials, competitors and sponsors leave our shows
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Without our volunteer judges, organisers, there would be no competition.

WHY DO PEOPLE BULLY?

Those who can, do ... those who can't bully.

The more inadequate the person, the more they bully.

- Bullies blame others for their problems.
- Some bully when they are overloaded and not coping.
- Some are just socially inept.

STEPS THE CCHS MAY TAKE

Every time a bully gets away with this behaviour, it is signal to he or she that the organisation thinks it is acceptable. When unacceptable behaviour is reported to the CCHS, the committee can:

1. Send a letter to the bully to arrange a meeting with representatives from the CCHS Federal Council.
2. Issue the bully with a written warning, which will remain on file.
3. Suspend the bully from competing at CCHS affiliated events for a period of time if in the judgement of the CCHS or the committee, the incident merits it, and if further incidents occur.

HOW DO I HANDLE A BULLY?

1. Stay Calm, if necessary, tell the intimidator that you will not continue the conversation until you have a show official with you (walk away if you have to).
 2. Stay polite. Inform the intimidator that the CCHS wishes people at events to report inappropriate behaviour.
 3. Make a note of the following details as soon as possible:
 - a) Name or Exhibitor number, (ask them to provide their name if you don't know it).
 - b) Time and date.
 - c) Others present.
 4. Put a brief written report into the CCHS Federal Council so the matter can be handled formally.
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We need the knowledge and experience of our volunteers.
We cannot afford to lose good people through bad behaviour.

HERE'S HOW IT MIGHT GO:

Spectator: "You haven't got a clue how to marshal this event, my daughter should have been called 10 minutes ago. You're a bloody idiot".

Marshal: "If you wish to continue this conversation, you will need to come to the club house/scorer's caravan/canteen so another official is present while we discuss this issue.

Spectator: "What the hell do you mean? She's riding in a class right now. I'm not going anywhere".

Marshal: "Officials have been asked to submit written reports on inappropriate behaviour at competitions. When you say "You're a bloody idiot" I feel Intimidated".

Spectator: "How ridiculous, get a life".

Marshal: "In accordance with the CCHS guidelines, I am making a note of your daughter's exhibit number, the time, what was said and those other riders' exhibit numbers so the incident can be properly reported".

WHO ARE BULLIES?

People in authority can victimise people with less power. They are often charming to those they are not bullying, which can make it even more difficult for their victims to complain. Some are clever, competent sophisticated manipulators who enjoy dominating and humiliating others. They like to see their victims squirm.

WHO DO BULLIES TARGET?

- Bullies often target people who have made a mistake. We all occasionally make mistakes. Riders do, officials do and judges do.
- Bullies often attack people who are victims – the "blame the victim" syndrome.

For example, an organiser gets abused when a computer, P.A., printer or photocopier breaks down, or weather conditions damage a riding surface or blow arenas down.

HOW DO BULLIES RESPOND WHEN CHALLENGED?

- Deny it;
- Blame others;
- Claim victimisation if they are challenged;
- Rationalise to explain their bad behaviour.