



COMMONWEALTH CLYDESDALE HORSE SOCIETY AUSTRALIA Inc

BULLYING POLICY

Appendix 2

CCHSA – BY- LAWS

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Policy Endorsed by CCHSA Federal Council: March 2018

2.1 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 CCHSA events.

2.2 Respect

Every official, competitor and helper has the right to be treated with dignity and respect. The CCHSA has a responsibility to ensure this occurs at all events. The CCHSA 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 CCHSA 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 CCHSA or a Show Society. *Eg: Royal or Country Show event.*

2.3 What is Bullying?

Bullying is an inappropriate behavior 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	Name-Calling
Public criticism	Smirking
Verbal Abuse	Harassment
Written abuse	Swearing
Threats	Socially excluding people
Shouting	Spreading rumors and innuendo
Sarcasm	Throwing papers etc. down/around
Belittling	

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

2.4 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 show.
- Without our volunteer judges, organisers, there would be no competition.

2.5 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.

2.6 Steps the CCHSA 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 CCHSA, the committee can:

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

2.7 How to 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 CCHSA 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 CCHSA Federal Council so the matter can be handled formally.

We need the knowledge and experience of our volunteers.

We cannot afford to lose good people through bad behaviour.

EXAMPLE – 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 CCHSA 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”.

2.8 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.

2.9 Who Do Bullies Target?

- Bullies often target people who have made a mistake. We all occasionally make mistakes. Branch Executive Members do, Branch Members do, 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.

2.10 How Do Bullies Respond When Challenged?

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

2.11 False Accusations

Any Allegation of harassment, discrimination and /or bullying will be viewed very seriously and subject to thorough, fair scrutiny under CCHSA investigation process to establish whether or not they can be substantiated. Complainants should be aware that if another person can demonstrate an allegation was made maliciously this may expose the to risk of defamation proceedings.