

## **Free2b Girls Anti Bullying Policy**

Free2b girls upholds the right of all members to feel valued and participate safely and does not condone bullying behaviours of any type.

Free2b Girls is an organisation where prompt action is taken to address any type of bullying.

Implementing this policy is the responsibility of all members.

For the purpose of this policy:

- Members are all staff, volunteers, participants and associated organisations involved with Free2b Girls programs and services

Types of bullying can include:

- physical pushing, kicking, hitting, pinching or any other unwanted physical contact
- name calling, sarcasm, spreading rumours, persistent teasing, ridicule, intimidation, humiliation, ignoring or excluding individuals
- racial, gender, religious or homophobic taunts, images, threats, comments, gestures
- unwanted sexual comments, images and/or suggestions
- threatening or coercive behaviours
- abusive emails, text messages or posts on social networking sites
- abusing members from diverse backgrounds eg. LGBTIQ+ , alternative lifestyles.

## **Procedure**

If a bullying incident occurs, those impacted will be listened to, supported and given assistance in a safe environment

Those responsible for bullying behaviours will be informed of the policy information with regard to the particular type of bullying.

If the behaviours do not cease the members will be invited to remove themselves from Free2b Girls programs or services and a parent/guardian must be contacted if under the age 18.

If the member will not leave of their own choice staff/volunteers will respond and manage the situation, including contacting the parent/guardian if under the age 18.

If additional support is needed contact the Program Coordinator or, if necessary, the police.

A written incident report must be given to the Program Coordinator as soon as practicable

De briefing/support will be provided to those impacted by a bullying incident within 7 days

**Related Policies, Guidelines and Documents**

**Reporting Child Abuse (Mandatory Reporting) Policy**

**Confidentiality Policy**

**Safeguarding Children Policy**

**Duty of Care**

**Code of Conduct**

**Social Media Policy**

**Group Safety Guidelines and Social Media Guidelines**

**Incident Report Template**



This policy will be reviewed annually. Developed Aug 2022 next review Aug 2023.