



<b>NORTHERN CHILL VOLLEYBALL CLUB</b>	
<b>BULLYING AND HARASSMENT POLICY</b>	Rev.: 2020/08/03

Bullying and harassment is not acceptable or tolerated within Northern Chill Volleyball Club. All Club Members will be treated in a fair and respectful manner.

**1. BULLYING AND HARASSMENT**

- Includes any inappropriate conduct or comment by a person towards a Club Member that the person knew or reasonably ought to have known to be offensive, but
- Excludes any reasonable action taken by a Club coach or supervisor relating to the management and direction of players or the place of training.
- Examples of conduct or comments that might constitute bullying and harassment include verbal aggression or insults, calling someone derogatory names, harmful hazing or initiation practices, vandalizing personal belongings, and spreading malicious rumors.
- Club members must:
  - Not engage in the bullying and harassment of other Members.
  - Report if bullying and harassment is observed or experienced.
  - Apply and comply with the Club’s policies and procedures on bullying and harassment.

**2. APPLICATION**

This policy statement applies to all Club Members, including coaches, players, Directors, managers, volunteers, parents, and any other person performing a role within the Club. This policy also applies to interpersonal and electronic communications, such as email.

**3. ANNUAL REVIEW**

This policy statement will be reviewed every year. All Members will be provided with a copy upon request.