



100 YEARS STRONG

# MEMBER PROTECTION AND ANTI-BULLYING POLICY

Canterbury Lions Football Club (CLFC) ensures that all members, players, volunteers, coaches, officials, and supporters of the club can participate in club activities within a safe, respectful, and supportive environment free from bullying, harassment, and intimidation. This policy outlines the club's commitment to preventing and addressing bullying behaviours following relevant New South Wales (NSW) laws and regulations.

## SCOPE

This policy applies to all individuals involved in CLFC. This policy covers bullying and harassment that occurs in any setting related to CLFC, including but not limited to:

- On field, during games, or in training sessions
- In club facilities (locker rooms, club house)
- At social events, meeting, or activities
- Online (social media, team apps, messaging groups)

## DEFINITION OF BULLYING

Bullying is defined as repeated and unreasonable behaviour directed at an individual or group that poses a risk to their health and safety. It can take several forms:

<b>Physical</b>	Hitting, pushing, or any act of physical aggression
<b>Verbal</b>	Name calling, insults, teasing, and offensive comments
<b>Social</b>	Excluding others from activities, spreading rumours, or damaging someone's reputation
<b>Cyber</b>	Use of technology (social media or text messaging), harassment, intimidate, or distribute harmful content
<b>Psychological</b>	Threats, intimidation, or any behaviour that creates fear of distress
<b>Discriminatory</b>	Attributions such as race, gender, sexuality, disability, or religion

Bullying is characterised by an imbalance of power, where the victim feels unable to defend themselves or stop the harmful behaviour.

## LEGAL AND REGULATORY FRAMEWORK

CLFC is committed to complying with relevant laws and regulations in New South Wales (NSW), including the following:

NSW Anti-Discrimination Act 1977	Children and Young Persons (Care and Protection) Act 1998 (NSW)	Criminal Code Act 1995 (Commonwealth)
Work Health and Safety Act 2011 (NSW)	Privacy and Personal Information Protection Act 1998 (NSW)	Australian Human Rights Commission

## RESPONSIBILITIES

### CLFC Committee and Management

The committee and management are responsible for implementing this policy, monitoring its effectiveness, and providing resources and training to committee members, coaches, and volunteers to prevent bullying and harassment.



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## Coaches and team Leaders

Coaches and team leaders are responsible for setting a positive example and enforcing this policy. They should foster respectful behaviour, intervene in bullying incidents, and ensure the welfare of all players.

## Players, Parents, and Supporters

Everyone plays a role in promoting a culture of respect, inclusion, and fairness. Players, parents, and supporters are expected to behave respectfully and report any bullying they witness or experience.

## Member Protection Information Officer (MPIO)

The MPIO provides confidential advice, information, and support to individuals experiencing or witnessing bullying. The MPIO also assists individuals in navigating the reporting and complaint processes.

## PREVENTION STRATEGIES

CLFC is dedicated to preventing bullying through a variety of proactive measures:

### Education and Awareness

We provide regular training for all members on identifying and preventing bullying, including guidance on responding if they witness or experience such behaviour.

### Code of Conduct

All members, players, volunteers, coaches, officials, and supporters must adhere to CLFC's Code of Conduct, which clearly outlines expected behaviours and the consequences for violating these standards.

### Promoting Positive Relationships

We encourage teamwork, mutual respect, and positive communication through team-building activities and ongoing discussions about respectful behaviour.

### Open Communication Channels

We ensure everyone knows how to report bullying and feels supported without fearing retaliation.

## REPORTING BULLYING

We encourage you to report Bullying immediately if you experience or witness it. You can make a confidential report to:

### Club Secretary

Bridget Carson  
0458 290 528  
[secretary@canterburylionsfc.com.au](mailto:secretary@canterburylionsfc.com.au)

### MPIO Contact Details

Mayoor Thievendram  
0410 863 776  
[mayoort@hotmail.com](mailto:mayoort@hotmail.com)

In cases of severe or immediate concerns, such as physical threats or criminal conduct, please contact NSW Police or emergency services directly.



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## RESPONDING TO COMPLAINTS

At CLFC, we take all complaints of bullying very seriously and will address them promptly and fairly. The steps we follow are:

### Acknowledgement

Complaints will be acknowledged within three (3) business days.

### Investigation

We will conduct an impartial investigation to assess the severity of the bullying and determine appropriate action. Both the complainant and the accused will be able to present their perspectives.

### Support

Bullying victims will receive appropriate support throughout the process, including counselling if necessary.

### Action

If bullying is substantiated, the club secretary or MPIO will take disciplinary action. This may include warnings, suspension, or expulsion from the club. In cases of severe bullying, the matter may also be reported to the authorities.

### Follow Up

We will follow up with the complainant to ensure that the bullying has stopped and that they feel safe in the club environment. Additional measures will be taken if needed to resolve any ongoing issues.

## CONFIDENTIALITY AND PRIVACY

CLFC is committed to maintaining the confidentiality of all information regarding bullying complaints. Such information will only be shared with individuals who need it to investigate and resolve the issue. Personal information will be managed following the NSW Privacy and Personal Information Protection Act 1998.

## RETALIATION

CLFC has a strict no-retaliation policy. Retaliation against anyone who reports bullying or participates in investigations is strictly prohibited. Anyone found retaliating against a complainant will face disciplinary action, which may include removal from the club.

## RESOURCES

[NSW Anti-Discrimination Act 1977](#)

[Work Health and Safety Act 2011 \(NSW\)](#)

[Children and Young Persons \(Care and Protection\) Act 1998 \(NSW\)](#)

[Privacy and Personal Information Protection Act 1998 \(NSW\)](#)

[Australian Human Rights Commission – Bullying and Harassment](#)

[Criminal Code Act 1995](#)

[Kids Helpline \(for children and young people\)](#)

[NSW Police \(Reporting Bullying and Harassment\)](#)