INTERNATIONAL CADET CLASS OF AUSTRALIA (ICCA)

CODE OF CONDUCT POLICY

Every individual has the right to sail, learn and socialise in a safe, caring and supportive environment as a member of the International Cadet Class of Australia (ICCA). The ICCA feels strongly about protecting all sailors and ensuring certain standards are maintained.

Bullying (including cyber bullying, harassment and violence is not acceptable. The ICCA is committed to working proactively to prevent bullying and harassment. Our goal is to have a culture that will not tolerate bullying and harassment, and where members feel safe talking about their needs.

Bullying is defined as **repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons.** Cyberbullying refers to bullying through information and communication technologies, e.g. the internet or mobile devices.

Not all aggressive or harmful behaviour between people is bullying. While conflicts and aggressive behaviour need to be addressed, it is important to be clear when these behaviours are not actually bullying.

The definition of bullying has three critical aspects and all three aspects are necessary for bullying to exist:

- A repeated action
- The misuse of power within relationships
- Behaviour which causes harm

The following page provides a definition of bullying for parents, adults and club officials. It also includes a definition which can be used in communicating with children.

Reporting a Bullying Incident

All members are encouraged to report bullying to the Head Coach, a club official or a member of the ICCA executive committee as soon as possible.

Resolution

Should there be any complaints, a formal process will ensue and an appropriate resolution to a bullying event will take on a variety of forms depending on factors. It will be in line with the Australian Sailing Member Protection Policy (MPP). Please refer to the MPP of Australian Sailing:

https://www.sailingresources.org.au/clubresources/memberprotection/

Consequences

The ICCA will assess each situation and apply the policy where appropriate. The resolution will support the victim and monitoring of the offending person will be frequent and ongoing. Strict consequences will ensue and may include one or more of the following:

- A commitment to cease the behaviour
- Inability to train
- Inability to race in regattas
- Expulsion from the club
- Revoking of membership from the association altogether.

ICCA's Responsibilities

- Take prompt action when incidents of bullying and harassment are witnessed or reported. This means intervening to prevent such incidents.
- Apply the ICCA anti-bullying policy in a consistent manner, in line with the Australian Sailing Member Protection Policy (MPP).
- Treat all claims of bullying seriously.
- Monitor those who have been bullied or harassed and those who have instigated the bullying and harassment.
- Establish an environment where:
    - members feel safe
    - expectations are clearly defined
    - and consequences are applied for inappropriate behaviour.
- Maintain communication with parents in relation to issues of bullying/harassment.

Young People's Responsibilities

- Understand the definition of what bullying and harassment is and is not.
- Report incidents of bullying/ harassment.
- Be proactive in preventing bullying/harassment.
- Allowing others to be safe.
- Accept consequences when involved in bullying and harassment.
- Support other members who may be subject to bullying and harassment.

Parent's & Adult's Responsibilities

- Understand the definition of what bullying and harassment is and is not.
- Support the ICCA in resolving incidents of bullying and harassment.
- Inform the ICCA when incidents take place.
- Make it clear to their children that bullying and harassment is not acceptable.
- Support the consequences applied by the ICCA.
- Be an advocate for their children and set an example of how to appropriately solve and resolve differences if they occur.

Declaration

I, …… have read and understood the ICCA Anti-Bullying Policy and will abide by it as a member of the International Cadet Class of Australia, Worlds Team.

Name:

Signature:

Date:

Parent/Guardian Name:

Parent/Guardian Signature:

Date:

WHAT IS BULLYING?

Bullying: Definition for Parents, Adults & Club Officials

Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyberbullying refers to bullying through information and communication technologies.

Conflict or fights between equals and single incidents are not defined as bullying.

Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

Bullying: Definition for Young People

Bullying is when someone keeps targeting another person repeatedly and tries to make them feel bad. They say or do mean and hurtful things, make fun of them a lot, try to stop them from joining in or make others not like them.

Although it isn't nice if someone says or does something mean to someone else, we don't necessarily call that bullying. It also isn't bullying if people have a one-off argument.

Bullying is when one person (or a group) keeps targeting another person again and again to upset or hurt them. They might hurt them physically, try to socially isolate them (leave them out of things) or say and do many mean or humiliating things to them.

Although it's neither respectful nor acceptable if someone behaves in a mean or aggressive way on one occasion, it isn't bullying. A fight or disagreement between people of equal power or status isn't bullying.

Different Types of Bullying

Face-to-face bullying (sometimes referred to as direct bullying) involves physical actions such as punching or kicking or overt verbal actions such as name-calling and insulting.

Covert bullying (sometimes referred to as indirect bullying) is a subtle type of non-physical bullying which isn't easily seen by others and is conducted out of sight, and often unacknowledged by adults.

Cyberbullying occurs using information or communication technologies such as instant messaging, text messages, email and social networking sites. It has many similarities with offline bullying, but it differs in that the people who is/are bullying can be anonymous. It can reach a wide audience and the sent or uploaded material can be difficult to remove.

Most people who cyberbully also bully off-line. It is now recognised that many forms of covert bullying appear to have significant potential for serious harm.

Forms of Bullying

	Direct Bullying	Indirect Bullying
Physical	• hitting, slapping, punching • kicking, tripping • pushing, strangling • spitting, biting • pinching, scratching • throwing things, eg stones	• getting another person to harm someone
Non-Physical	• mean and hurtful name calling • hurtful teasing • family insults, put downs • demanding money or possessions • forcing another to wash their boat or commit offences such as stealing	• spreading nasty rumours • trying to get other people not to like someone
Non-Verbal	• threatening and/or obscene gestures, body language	• deliberate exclusion from a group or activity • removing or hiding and/or damaging others' belongings
Passive	• forming a group or gang and/or following a victim or victims of physical, non-physical, or nonverbal bullying without showing disapproval, not trying to help the victim, or not seeking adult assistance.	• watching someone being victim of physical, non-physical, or nonverbal bullying without showing disapproval, not trying to help the victim, or not seeking adult assistance.
Harassment	• harassment is any unwanted, unwelcome, or uninvited behaviour, which makes a person feel humiliated or offended.	• repeatedly teasing • spreading nasty rumours
Cyber-Bullying	• Using technology, such as email, mobile phones, chat rooms, social networking sites to bully verbally, socially or psychologically.	• Isolating the target, by ignoring, blocking, or posting rumours/lies, on club-related chats, blogs, email, cyber-boards etc.