

# **RONDE CC. ANTI-BULLYING POLICY**

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## Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our members so they can participate in club cycling in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our Club. If bullying does occur, all Club members should be able to report the issue and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell the Club Welfare Officer or any Committee Member.

Bullying can be: Emotional, Physical, Racist, Sexual, Homophobic, Verbal.

This club has a responsibility to respond promptly and effectively to issues of bullying.

As a Club we take bullying seriously. Members should be assured that they would be supported when bullying is reported.

Bullying will not be tolerated.

The Club accepts that bullying is not one act but a series of them, and data collected does not always reflect the regular occurrence of the issue.

The Club will view cyber-harassment or online abuse of members similar to bullying and that appropriate action should cases arise.

## Disciplinary Procedure

In line with British Cycling recommendations.

In the event of a complaint:

1. All disciplinary issues should be reported to the Club Welfare Officer or a member of the Club's Committee. This can be formally carried out in writing or verbally to a member of Committee
2. A Disciplinary Committee of not less than 3 Committee Members will meet with the complainant (as soon as possible), with a view to understand exactly what has taken place
3. The Welfare Officer will write to the member 'accused' to inform them of the complaint and allow the 'accused' to respond appropriately
4. Should it be deemed appropriate, the Club may temporarily suspend the 'accused' as a neutral act to avoid conflict throughout the investigation
5. A meeting will then be held (as soon as possible), with any witnesses named in the original complaint, to further verify events. Even if no witnesses are named, the matter must still be considered
6. The Disciplinary Committee will meet with the accused (as soon as possible), in order to understand the alternative view
7. After due investigation, if the member 'accused' is guilty of the complaint, there are two options available:
  - a. Reconciliation and apology with due warning to the 'accused' that this behaviour is unacceptable and in the event that the 'nature of the complaint' is repeated, the 'accused' must forfeit their membership and leave the Club
  - b. Automatic suspension from the Club.