



**Balmain Rowing Club**  
A community rowing club in the heart of Balmain

## **BRC HARASSMENT AND DISCRIMINATION POLICY**

Balmain Rowing Club (BRC) aims to provide a friendly environment for all members, free from harassment, bullying or discrimination. BRC requires its members to treat each other with respect and takes a 'zero tolerance' approach to behaviour inconsistent with this approach.

BRC's policy requires that all members treat each other fairly and with respect. BRC will investigate any allegation of harassment in a neutral, sympathetic and confidential manner. The Club also acknowledges that particular sensitivity is required when dealing with juniors - and further information on this is provided in our Junior Members Protection Policy.

### **What is Harassment?**

Harassment is unwelcome behaviour by a person or organisation which:

- is offensive, abusive, belittling or threatening
- is directed at any other person or a group of people
- refers to a particular characteristic of that person or group of people.

Bullying is deliberately hurting a specific person either physically, verbally, psychologically or socially. It involves a power imbalance where one person has power or strength (e.g. physical, mental, social or financial) over another. It can be carried out by one person or several people who are either actively or passively involved.

In a sports context bullying can take many forms, for example:

- a coach alienating an athlete (adult or child);
- several people ganging-up on an individual team member;
- spectators verbally abusing players from the opposition;
- an athlete calling a referee names and using put-downs;
- a parent intimidating a young coach.

Bullying can be a 'one-off' incident, but usually involves repeated actions or incidences. It can occur anywhere - home, school, work, sporting venues, travelling to or from home. An individual may bully their victim face to face or use technology such as a mobile phone or computer.

The point of view of the person receiving the harassment is what helps determine whether an action or behaviour is considered harassment. This behaviour must also be assessed objectively in that it must be the type of behaviour that a reasonable person would find unwelcome. In NSW, it is against the law to harass you because of your sex, race, age, marital status, sexual orientation, disability, parental / carer status. This legislation covers a variety of situations, including the workplace and sporting clubs.

### **What is discrimination?**

Discrimination is treating or proposing to treat a person less favourably than someone else in certain areas of public life on the basis of an attribute or personal characteristic they have. In NSW, it is against the law to discriminate against someone based on their age, disability, marital status, parental / carer status, physical features, political beliefs, pregnancy, race, gender, sexual orientation. In a sporting context, team selections, preferential access to resources and equipment are areas where discrimination can occur.

### **What to do if you are the subject of harassment or discrimination?**

- If you feel comfortable, tell the person that you find their behaviour unacceptable.
- If you don't want to confront the individual directly, please tell your coach or a committee member.
- You may also choose to discuss the matter with a parent or friend and have them speak on your behalf with your coach or a committee member.
- You may contact the BRC general harassment officer (GHO) at [harassment@balmainrowingclub.com](mailto:harassment@balmainrowingclub.com).

**What will the general harassment officer (GHO) do ?**

- The complainant will retain the right to decide the level of response.
- The GHO will maintain the confidence of the parties.
- The GHO will facilitate discussion between the parties.
- The party involved will be given the opportunity to fully respond to the complaint and assist in its resolution.
- Written records of the complaint and mediation process will be kept securely.
- The GHO shall retain liaison with the Captain to ensure effective investigation and outcome.
- The GHO shall provide referral to further counselling support if required.

**What outcomes do we seek?**

- The primary purpose of this mediation is to ensure that any harassing or discriminating behaviour ceases.
- This may come in the form of an apology and/ or an agreement to change the unwanted behaviour.
- If the behaviour continues after mediation, the mediator will discuss with the Committee any further action.
- The Committee may then decide to reprimand, suspend or expel the offending member from the Club.

BRC is committed to providing a fair and friendly environment for all members. This document is based on the "Play by the Rules" guidelines provided by NSW Communities Sport and Recreation, available at [www.playbytherules.net.au](http://www.playbytherules.net.au) and [http://www.dsr.nsw.gov.au/sportsclubs/ryc\\_legal\\_harass.asp](http://www.dsr.nsw.gov.au/sportsclubs/ryc_legal_harass.asp). It also draws on the advice provided by the Australian Sports Commission at [www.ausport.gov.au/supporting/ethics/child\\_protection/fact\\_sheets/child\\_protection/bullying](http://www.ausport.gov.au/supporting/ethics/child_protection/fact_sheets/child_protection/bullying).