



Anti Bullying Policy

Muckross Hockey Club is committed to creating and maintaining an environment in which all young people involved in hockey are free from bullying.

Definition of bullying

Bullying is anything that is done with the intention of hurting or intimidating, frightening or upsetting another person. Bullying is not always physical but it does result in distress to the victim. Bullying can occur not only between young people but also from an adult to a young person.

Bullying can be:

- **Emotional** - persistently being unfriendly, excluding, tormenting, threatening gestures
- **Physical** - pushing, kicking, hitting, punching or any use of violence
- **Racist** - racial taunts or language, graffiti, gestures
- **Sexual** - unwanted physical contact or sexually abusive comments
- **Homophobic** - because of, or focusing on the issue of sexuality
- **Verbal** - name calling, sarcasm, spreading rumours, teasing

It should be noted that bullying may not only occur through face to face contact. Increasingly, bullying may occur through other forms of communication e.g. internet, email and text messaging.

Club Principles

- Everyone within Muckross Hockey Club should have an understanding of what bullying is and all members must agree to follow the Irish Hockey Code of Conduct.
- Bullying of any kind is not acceptable in hockey and should not be tolerated by anyone. Young people will be encouraged to negotiate, co-operate and help others, particularly new or different children.
- Muckross Hockey Club wishes to promote a TELLING culture and anyone who knows, or suspects, that bullying is happening must take the matter seriously, and report it to a responsible club member or the Child Protection Officer.
- The victim will be offered immediate support and the alleged 'bully' will never be ostracised but channels of communication will be opened to help solve the issue.
- Any incident or concern of bullying must be acted upon swiftly and brought to the attention of the Committee.
- Disciplinary actions will be taken by those found guilty of purposely bullying others.