

SAFE ASRU CHAMPIONSHIPS POLICY

The Australian Schools Rugby Union has a proud tradition of providing events, including the Championships that are happy, satisfying, and challenging. In these the great ethos of Rugby, of friendship, mutual respect and camaraderie is promoted and enhanced.

- There is no place for bullying or harassment at these Championships.
- Bullying is never acceptable, excusable or appropriate.
- We want these Championships to continue to be an event where every participant is made to feel welcome and safe.
- The Australian Schools Rugby Union is committed to providing all staff and players with an environment free from all forms of harassment and bullying – inclusive of the misuse or abuse of technology and social networking sites.
- Players and staff are entitled to participate at these Championships free from humiliation, oppression and abuse.

All participants at the Championships are required to support this commitment.

What is Bullying?

- Bullying can be defined as repeated behavior by an individual or group of individuals generally (or often) intended to cause distress, hurt or undue pressure.
- Harassment is any unwelcome and uninvited comment, attention, contact or behaviour that an individual or witness finds humiliating, offensive or intimidating.
- Bullying can involve humiliation, domination, intimidation, victimization and all forms of harassment including those based on sex, race, disability, sexuality or beliefs.
- Bullying can include group actions such as victimization, initiation events, retaliation, “punishments” for failures for non-conformity or performance.

Being committed to the care and welfare of all our players - the ASRU Championships expects this policy to:

- Counter views that bullying is an inevitable part of life.
- Provide a safe, happy and positive learning, playing and living environment for our players and staff
- Create a supportive climate and to break down the code of secrecy that protects the bully
- Provide a physical environment which engenders good behavioural patterns
- Move beyond a crisis management approach to the creation of an environment that is free of abuse.

If you are being bullied or harassed:

- Speak to the person harassing you and tell them to stop.
- Tell someone you trust and ask for help.
- Report the matter to someone - it is important that you come forward and ask for help as soon as possible.
- All officials of the Australian Schools Rugby Union are always available to talk to, if necessary on a confidential basis.

Bystanders

Players who witness incidents of bullying/harassment should respond in the following ways:

- Offer to support the person who has been bullied.
- Where appropriate, indicate to the bully that the behaviour is unacceptable.
- Try to persuade the person who has been bullied to seek assistance from a trusted adult or be prepared to report the incident yourself.
- Talk to an appropriate person (e.g. an official), on a confidential basis if so desired.

Championship officials and team management have a duty to ensure that any harassment brought to their attention or personally witnessed, is addressed as soon as possible. In almost all cases, information should be shared immediately with other appropriate senior staff, including officials of the ASRU, to enable the best possible response to be developed. Staff at the Championships will:

- Be alert for signs of distress in their players which may indicate bullying or harassment.
- Ensure that steps are taken to help and support those experiencing harassment.
- Encourage appropriate bystander involvement in incidents of bullying and harassment.
- Model appropriate behaviour in their relationships with each other, parents and their players.