

# **FCCV ANTI-BULLYING / HARASSMENT POLICY**

## **Purpose**

Feline Control Council of Victoria ('FCCV') is committed to providing a safe, respectful and inclusive environment that promotes the well-being of its members and its stakeholders. FCCV rejects all forms of bullying or harassment behaviours.

The purpose of this policy is to:

- Explain the definition of bullying and harassment so there is an understanding amongst all members of the FCCV community
- Make clear that no form of bullying or harassment at FCCV will be tolerated
- All reported incidents of bullying and/or harassment would be investigated and addressed by the FCCV committee or its sub-committee.

This policy should be read in conjunction with FCCV by-laws and rules.

## **Scope**

FCCV Committee acknowledges the rights of all members to participate in activities in a secure and friendly environment. Bullying or harassment of any kind is unacceptable in FCCV (Zero tolerance).

The policy applies to

- All FCCV members and its volunteers;
- Judges and stewards;
- Show Exhibitors
- Suppliers, Sponsors of FCCV and other members of the public, when interacting with FCCV;
- All FCCV activities (e.g., shows), interactions, and events.

## **Definitions**

### ***Bullying***

Bullying is defined as unreasonable behaviour (verbal, psychological, physical, social or cyberbullying) conducted by an individual or group against another person (or persons). This behaviour creates a risk to health and safety.

It does not matter whether the person engaging in the unreasonable behaviour intended to cause offence or harm. It includes behaviours that are victimising, humiliating, undermining, intimidating or threatening, which creates the potential for or causes harm.

Bullying can be a serious or repeated behaviour or conduct, or it may be a single incident.

Bullying can happen in person or online via various digital platforms and devices, and it can be obvious or hidden.

Examples of unreasonable behaviour include (but are not limited to);

- Abusive, insulting and or offensive language or comments
- Unjustified criticism
- Spreading gossip or false and malicious rumours about a person
- Aggressive and intimidating conduct
- Placing offensive or hurtful public message, image or statement on a social network site or other public forum.

## **Harassment**

Harassment is any uninvited or unwanted behaviour or conduct that a reasonable person, having regard to all the circumstances, would have anticipated could make the person harassed feel offended, humiliated or intimidated.

It does not matter whether the person engaging in the behaviour intended to cause the other person to feel offended, humiliated or intimidated.

A single, one-off incident is enough to constitute harassment. The behaviour does not have to be repeated, but if it is repeated, it may also amount to bullying.

All forms of harassment are unacceptable and will not be tolerated. Some types of harassment are unlawful, such as sexual harassment, sex-based harassment, harassment based on a person's disability and racial harassment.

Harassment can include behaviour such as;

- Making rude remarks, derogatory comments, insults or taunts
- Making unwanted physical contact
- Mimicking someone
- Telling jokes based on negative stereotypes
- Displaying or sharing offensive material, such as posters, cartoons or 'meme's, including via email, text and over social media.

## **Reporting**

If the matter relates to a breach under this policy:

- By FCCV's members.
  - o FCCV's committee or its sub-committee will investigate the matter and apply appropriate disciplinary action.
- By third parties
  - o FCCV's committee or its sub-committee will refer such breach to the appropriate organisation or authority.