# BBRCC Anti-Bullying

# And Harassment Policy

**1. Purpose and Scope**

The Bangor Barden Ridge Comets Cricket Club (BBRCCC) is committed to providing a safe, inclusive, and respectful environment for all members — including players, coaches, volunteers, parents, and supporters. This policy sets out the club's stance on bullying and harassment and outlines our approach to preventing and addressing such behavior. This policy applies to all members and participants involved in club activities, whether on the field, off the field, during training, matches, events, or online interactions (e.g., social media or group chats).

**2. Definitions**

- **Bullying**: Repeated, unreasonable behavior directed at a person or group that creates a risk to health and safety. It can be physical, verbal, or social.
- **Harassment**: Unwanted behavior that offends, humiliates, or intimidates a person, including sexual harassment, based on race, gender, religion, age, disability, or other protected characteristics.
- **Cyberbullying**: Bullying through digital means such as social media, text messages, emails, or online forums.

**3. Our Commitment**

Bangor Barden Ridge Comets Cricket Management Committee

- Promote a positive culture based on respect, teamwork, and sportsmanship.
- Take all reports of bullying and harassment seriously.
- Treat all matters confidentially and with sensitivity.
- Ensure fair and prompt resolution of any complaints or incidents.
- Support those affected by bullying or harassment.

**4. Expectations of Members**

All Bangor Barden Ridge Comets Cricket members, including committee, parents, volunteers and players will:

- Treat others with dignity and respect & Support fellow members and promote a safe environment.
- Speak up against inappropriate behavior.
- Report any concerns or incidents to club officials.

**5. Reporting and Response Procedures**

Bangor Barden Ridge Comets Cricket has a zero tolerance policy, and encourage any member to do the following if they are subject to, or witness bullying or harassment:

- Speak Up: If you feel safe to do so, calmly let the person know their behavior is unacceptable.
- Report It: Contact a club official, such as a coach, team manager, or Club Welfare Officer. Reports can be made in person, by phone, or email.
- Follow-Up: The club will investigate the issue, maintain confidentiality, and take appropriate action. This may include warnings, mediation, suspension, or removal from the club.