



Queensland Indoor Bowling Association Incorporated

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Bullying and Harassment Policy

Policy Statement:

Queensland Indoor Bowling Association Incorporated is committed to providing an environment that is free from bullying, harassment, and discrimination. We believe that all players have the right to play in an atmosphere that promotes respect, dignity, and equality. Bullying and harassment in any form will not be tolerated and will be subject to disciplinary action, up to 12 months suspension and/or including termination of membership.

Scope:

This policy applies to all registered members of the Queensland Indoor Bowling Association Incorporated. It covers all forms of bullying and harassment that occur in a Queensland run bowling events, or through electronic communication channels.

Definition:

Bullying and harassment can take many forms, including but not limited to:

Bullying: Repeated unreasonable behaviour directed towards any registered Queensland member or group of members that creates a risk to health and safety. This may include verbal abuse, intimidation, exclusion, or spreading rumors.

Harassment: Any unwanted conduct that offends, humiliates, or intimidates an individual, including but not limited to behaviour related to a protected characteristic such as race, gender, sexual orientation, disability, religion, or age.

Responsibilities:

Management: It is the responsibility of all Committee of Management members to ensure that the sporting event remains free from bullying and harassment. Committee of Management members must lead by example, promptly address any reports of bullying or harassment, and take appropriate disciplinary action when necessary.

Players: All players are expected to treat each other with respect and refrain from engaging in any behaviour that could be considered bullying or harassment. Employees should report any incidents of bullying or harassment to the Committee of Management.

Reporting Procedure:

Any player who believes they have been subjected to bullying or harassment, or who has witnessed such behaviour, should report it immediately to the Committee of Management. Reports can be made verbally or in writing, and confidentiality will be fully maintained to the fullest extent possible.

Investigation and Resolution:

All reports of bullying or harassment will be promptly and thoroughly investigated. Investigations will be conducted impartially and with sensitivity to the concerns of all parties involved. Depending on the findings of the investigation, appropriate disciplinary action will be taken, up to 12 months suspension and/or including termination of membership.

Protection from Retaliation:

The Queensland Indoor Bowling Association Incorporated prohibits retaliation against any player who reports bullying or harassment or participates in an investigation into such behaviour. Any retaliation will be subject to disciplinary action.

Review and Revision:

This policy will be reviewed regularly to ensure its effectiveness and compliance with relevant laws and regulations. Any necessary revisions will be made in consultation with employees and other stakeholders.