

MALAHIDE YACHT CLUB: POLICY ON BULLYING

Malahide Yacht Club caters for Adult and Junior Members, and aims to facilitate sailing activities in an environment of respect and dignity that values all members. The potential for bullying behaviour exists in all aspects of social life, and an Anti-Bullying policy is an important step in ensuring that bullying is neither facilitated nor tolerated in Malahide Yacht Club.

The types of behaviour that can be designated as Bullying include the following:

Verbal Bullying: such as offensive or abusive name-calling, making someone the butt of a joke, or using hurtful or insulting language.

Physical Bullying: such as pushing, shoving, kicking, assaults or threats of assault, or damaging personal belongings.

Gesture Bullying: such as making threatening gestures or directing threatening glances towards others.

Exclusion Bullying: such as deliberately excluding or disregarding another member, or isolating them from their peer group.

Extortion: extracting money, food or property using threats or deception.

E-bullying: such as using phone calls or text messages or the internet to intimidate another member.

Actions that are not listed above can still be regarded as bullying behaviour if the person at the receiving end is left feeling hurt, humiliated or afraid.

Any form of bullying is unacceptable behaviour and will not be tolerated. Members are expected to support each other, and to encourage a spirit of respect and dignity. One way to do this is by reporting any incidents or behaviours that are understood as bullying. Once-off incidents, if they are disregarded, can encourage ongoing persistent behaviour, so it is important to challenge any negative behaviour when it is seen. Adult and Junior Members are encouraged to lead by example, by treating others with respect, patience and dignity.

All concerns about bullying can be discussed in confidence with the Junior Affairs Officer, the Children's Officers or any member of the Committee. Where a formal complaint of bullying is made, the club will endeavour to deal with the matter quickly and constructively.

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