

Wetherby Golf Club

Harassment and Bullying Policy

This policy statement supports the Equality, Diversity and Inclusion policy, Safeguarding Policy and the Social Media Policy of Wetherby Golf Club.

This policy covers all parties using the facilities at Wetherby Golf Club, referred to herein as “members”, inclusive of members, guests of members, visitors and staff and suppliers.

Statement of Intent

As part of the Club’s overall commitment to equality of opportunity it is fully committed to promoting a fair and harmonious environment in which everyone is treated with respect and dignity and in which no individual feels bullied, threatened, intimidated, or harassed.

The aim of this and the above-mentioned policies is to raise awareness about and prevent, bullying and/or harassment at Wetherby Golf Club.

Harassment and bullying detract from a productive club environment and can impact on health, confidence, morale and the performance of those affected, including anyone who may witness or has knowledge of the unwanted and unacceptable behaviour; the Club considers bullying and harassment to be unacceptable behaviour.

Harassment including Sexual Harassment is any unwanted physical, verbal or non-verbal conduct based on gender, sexual orientation, marital or civil partnership, status, gender reassignment, religion/belief, **the freedom from religious bias or discrimination**, age, race or disability which affects the dignity of an individual.

It should be noted that the impact of the behaviour is relevant and not solely the motive or intent.

Examples of behaviours that can amount to harassment; this is not an exhaustive list:

- Physical conduct ranging from touching, pushing or grabbing, to punching or serious assault
- Verbal or written harassment through jokes, offensive language, defamatory remarks, gossip, threats or letters [to include text messaging, email and social media platforms]
- Unwelcome sexual behaviour, including unwanted suggestions, propositions or advances
- The sending or displaying of material that may be seen as pornographic or obscene, including emails, text messages, film clips, photographs, posters, emblems or any other offensive material
- Cyber bullying: inappropriate posts or comments sent via social media
- Isolation: exclusion from activities

- Coercion: including pressure for sexual favours
- Inappropriate personal contact: including pestering, spying, stalking

Bullying is persistent, offensive, abusive, malicious, intimidating or insulting behaviour which makes the recipient feel upset, threatened, humiliated or vulnerable.

Bullying can be a form of harassment.

Bullying can take the form of physical, verbal and non-verbal conduct.

Examples of behaviours that can amount to bullying; (this is not an exhaustive list):

- Shouting at, or humiliating others
- Unjustified, offensive or insulting remarks about performance
- Exclusion from events without good cause
- Physical or emotional threats

Responsibilities

Members have the responsibility to help the club create and maintain an environment in which the dignity of everyone is respected.

Members are expected to comply with this policy and ensure that their behaviour and that of others does not cause offence and could not be considered to be harassment or bullying.

Members should discourage harassment and bullying by making it clear that it is unacceptable behaviour and should support anyone who is subject to such treatment, including alerting the General Manager, or a member of the Board of Directors to any incident or concern. This will enable the club to deal with the matter promptly and effectively.

The club will promote respect and dignity and will deal with complaints of harassment and bullying promptly in line with respective procedures outlined in the Clubs Discipline Policies.

Board of Directors