



York Triathlon Club Anti Bullying Policy and Procedure v1.2 May 2024

Bullying and abuse in any form is unacceptable and will not be tolerated at York Triathlon Club which recognises that:

- All reports of bullying will be acted upon
- Everybody in the club has a responsibility to work together to stop bullying
- Bullying can include online as well as offline behaviour and can include:
 - Physically pushing, kicking, hitting, and such like
 - Name calling, spreading rumours, persistent teasing and humiliation or the continual ignoring of others
 - Posting of derogatory, provocative or abusive comments, videos or images on social media
 - Racial, homophobic, transphobic or sexist comments, taunts or gestures
 - Sexual comments, suggestions or behaviour and unwanted physical contact

Reporting a Concern or Complaint in relation to bullying

All members have a duty to raise concerns around bullying with the Club Welfare officer (Chris Bates) to ensure that matters are appropriately managed and recorded by the club.

Email: welfare@yorktriclub.co.uk Telephone: 07973349491

Matters raised will be dealt with in accordance with York Triathlon Club's Code of Practice and Conduct, Welfare Policy and Complaints Procedure with reference to further Club policies where necessary.

*"Members" include all those associated with the Club and its practice, including athletes, coaches, volunteers and those who govern (committee)