New Zealand Alpine Club Bullying Prevention and Response Policy

Policy Date: 20/7/2019

**Rationale or Purpose**

The New Zealand Alpine Club seeks to foster and develop a safe, positive physical and emotional club environment that creates a climate of trust. Members, staff, and volunteers share the responsibility for making The New Zealand Alpine Club a respectful and inclusive environment.

**Policy Statement**

We are committed to ensuring that our club provides an environment free from bullying behaviours. All members of our club community – Board of Trustees, volunteers, staff, and members should have an understanding of what bullying is; and know what to do when bullying does occur.

**Definition**

Bullying behaviour is not an individual action. Our club agrees that:

* Bullying is deliberate
* Bullying involves a power imbalance
* Bullying has an element of repetition
* Bullying is harmful.

Bullying behaviours can be physical, verbal, or social, and can take place in the physical world or digitally.

Bullying is not an individual action. It involves up to three parties; initiators (those doing the bullying), targets (those being bullied) and often bystanders (those who witness the bullying).

**Bullying Response, for when bullying occurs**

We recognise the importance of consistently responding to all incidents of bullying that have been reported in our club and ensuring that planned interventions are used to respond to these incidents and support all involved. We will support anyone who has been affected by, engaged in or witnessed bullying behaviour.

* All reported incidents of bullying will be taken seriously and followed up as appropriate
* An appropriate adult will support the affected member by: reassuring that they have done the right thing in reporting the incident
* We will involve parents of youth members or external agencies as early as possible and as appropriate
* All more serious incidents will be escalated to senior staff and we will seek advice and involvement from outside agencies
* We will provide appropriate support for targets, bystanders and initiators of bullying behaviour