

Australian All Breeds of Miniature Goat Society Inc. (AABMGS)

Bullying & Harassment Policy

Bullying and Harassment is an issue in many clubs and sports today. The AABMGS Inc. want **ALL** members, show managers, stewards, judges and exhibitors to know that bullying is **not acceptable** and **will not** be tolerated.

Respect

Every member has the right to be treated with dignity and respect. The AABMGS Inc. has the responsibility to ensure this occurs at all times and especially at organised AABMGS Inc. Shows. The AABMGS Inc. can only discipline the appropriate person/s if intimidation and/or harassment is reported. We encourage any person who feels they have been bullied or harassed to report to the Steward if the incident happens during an AABMGS Inc. Show and to also contact one of the Management Committee Members with your complaint. You will be required to put your complaint in writing either by way of a letter or an email, as soon as possible after the incident.

- Reports will be handled confidentially and promptly.
- Disciplinary action will be taken against those who have displayed behaviour in which they have bullied or harassed others under the opinion of the AABMGS Inc. Management Committee Members.

What is Bullying?

Bullying is any inappropriate behaviour in which a person attempts to use force or power. Bullying undermines another person's self esteem and confidence. It may be a one-off or repeated incidents.

Disparaging remarks, Name calling, Public criticism, Smirking, Verbal abuse, Harassment, Written abuse, Swearing, Threatening, Socially excluding people, Shouting, Spreading rumours and innuendo, Sarcasm, Belittling, Disregard for a person's concerns, Throwing items down or around.

None of these behaviours are ever acceptable at any AABMGS Inc. Show and any incidents should be reported to the Steward and the AABMGS Inc. Management Committee Members.

Being uptight at a Show is no excuse for bad behaviour.

Bullying is not confined to the school yard and it can lead to members and exhibitors leaving our Society, be detrimental to the AABMGS Inc. public image and cause sponsors to cease supporting our Shows.

Without our Volunteer Show Organisers, Stewards, Judges and AABMGS Inc. Management Committee Members there would be no Shows and no Society.

Why do people bully?

The more inadequate the person feels, the more they bully.

- Bullies blame others for their problems and their failures
- Some bully when they are overloaded and not coping

- Some are socially inept

How do I handle a Bully?

1. Stay calm. If necessary, tell the intimidator that you will not continue the conversation until you have another member with you and walk away if you have to.
2. Remain polite. Inform the intimidator that the AABMGS Inc. has Rules and Members are encouraged to report inappropriate behaviour.
3. Make notes with the following details as soon as possible.
 - a. Name of the exhibitor/member
 - b. Time and Date
 - c. Others Present
4. Submit a complaint in writing to one of the AABMGS Inc. Management Committee Members.

We need to Encourage All Breeders to participate.

We do not want to lose members and good people through inappropriate behaviour.

Who are Bullies?

People in authority can victimise people with less power or experience.

They are often charming to those they are friends with, which can make it even more difficult for their victims to make believable complaints.

Some are clever, competent sophisticated manipulators who enjoy dominating and humiliating others. They get pleasure from seeing their victims feeling uncomfortable or emotional.

How do Bullies choose their target?

- Bullies often target people who have made a mistake. We all make mistakes on occasion. Exhibitors, Show Managers, Stewards and Judges can all make mistakes.
- Bullies often attack people who have made mistakes and they become their victims.
- Bullies can also choose their victims due to a simple difference of opinion.

How do Bullies respond when challenged?

- Deny it
- Blame others
- Claim victimisation
- Rationalise and have excuses for their bad behaviour

How will the AABMGS Inc. eliminate Bullies?

- Have a clear policy - **Bullying is Unacceptable.**
- **Define** what is a bully and why it is unacceptable.
- **Encourage** Members who are being bullied to report it.
- Do not allow the Bully to get away with it - **Report the Bully.**

- Allow the AABMGS Inc. Management Committee to **discipline the Bully** once the complaint has been submitted and investigated.
- Provide **support** and **confidentiality** for the person being bullied.