



OLD GIRLS PLAY TOO® – ANTI-BULLYING & HARASSMENT POLICY.

Old Girls Play Too® is committed to providing a safe, welcoming, inclusive and positive environment where women 40+ can enjoy recreational sport with confidence, dignity and respect.

Old Girls Play Too® is committed to providing a safe, welcoming and inclusive environment where women aged 40+ can participate in recreational sport with confidence, dignity and respect.

We believe everyone has the right to enjoy our activities free from bullying, harassment, intimidation, discrimination or victimisation. We operate a zero-tolerance approach to any behaviour that undermines the wellbeing, confidence or safety of others.

Bullying and harassment may be physical, verbal, emotional, psychological, written, online or through social media. It may be a single serious incident or a pattern of repeated behaviour. Examples include:

- Offensive, insulting or abusive language.
- Intimidation, threats or aggressive behaviour.
- Excluding or isolating an individual from activities.
- Unwanted comments relating to age, appearance, disability, race, religion, sexual orientation or any other protected characteristic.
- Spreading rumours or deliberately causing embarrassment.
- Inappropriate use of social media, messaging or electronic communication.
- Any behaviour that causes another person to feel unsafe, humiliated or distressed.

Old Girls Play Too® will:

- Promote a culture of kindness, respect, inclusion and encouragement.
- Treat all reports of bullying or harassment seriously, fairly and confidentially.
- Investigate concerns promptly and impartially.
- Support anyone affected by bullying or harassment.
- Take appropriate action where unacceptable behaviour is identified.
- Ensure that no person is treated unfairly for raising a genuine concern in good faith.

Participants, volunteers, coaches and Board Members are expected to:

- Treat everyone with courtesy, dignity and respect.
- Be mindful that people may have different abilities, backgrounds, experiences and confidence levels.
- Challenge inappropriate behaviour where it is safe to do so.
- Report any concerns or incidents to a Board Member as soon as possible.
- Support the creation of a positive, non-judgemental environment where everyone feels welcome.

Any allegation of bullying or harassment should be reported immediately to a Board Member. The matter will be handled in accordance with the Old Girls Play Too® Complaints Procedure and, where appropriate, the



Safeguarding Adults Policy. Where behaviour may constitute a criminal offence, or where there is an immediate risk to an individual's safety, the Police or other relevant authorities will be contacted without delay.

Old Girls Play Too® reserves the right to take appropriate action where this policy is breached, including issuing warnings, requiring individuals to leave activities, suspending or ending participation or volunteering, or taking any other action considered necessary to protect the wellbeing of our community.

Old Girls Play Too® is committed to fostering a supportive community where women feel empowered to enjoy recreational sport, build confidence and develop friendships in a positive and respectful environment.

This Anti-Bullying & Harassment Policy will be reviewed periodically throughout the year and no less than annually.