



Anti-Bullying Policy - Cycling Geelong

1. Purpose:

Cycling Geelong is dedicated to fostering a positive and inclusive environment for all members. The purpose of this Anti-Bullying Policy is to prevent and address any instances of bullying within the club.

2. Definition of Bullying:

Bullying is defined as any repeated, intentional behaviour that causes physical or emotional harm to an individual or group. This includes, but is not limited to, verbal abuse, intimidation, cyberbullying, or any form of harassment.

3. Reporting Procedure:

Members who experience or witness bullying are encouraged to report the incident promptly to a club committee member or the Ride Leader of the day. Reports can be made verbally or in writing, and confidentiality will be respected throughout the process.

4. Investigation and Resolution:

The club is committed to conducting a prompt and thorough investigation of all reported incidents. If bullying is substantiated, appropriate actions will be taken, ranging from education and counselling to disciplinary measures, including suspension or expulsion from the club.

5. Retaliation Prohibition:

The club strictly prohibits retaliation against individuals who report bullying or participate in an investigation. Any form of retaliation will be addressed promptly and may result in disciplinary action.

6. Education and Awareness:



Cycling Geelong will promote education and awareness aimed at preventing bullying. This may include informational sessions, and distribution of materials to reinforce a culture of respect and inclusivity.

7. Compliance:

All members are expected to comply with this Anti-Bullying Policy. Failure to do so may result in disciplinary action, up to and including expulsion from the club.

8. Contact Information:

For concerns related to bullying or for support, please contact a Club Committee Member.

By adhering to this Anti-Bullying Policy, Cycling Geelong aims to maintain a club environment that is respectful, supportive, and free from bullying for all members.