



Macra na Feirme

Anti-Bullying Guidelines & Procedures

IF YOU ARE BEING BULLIED

WHAT CAN YOU DO?

- Get help—don't keep a secret
- Avoid the bully
- Be with other people
- Violence is not the answer

SOMEONE IS BEING BULLIED

HOW CAN YOU HELP?

- Be a friend
- Listen
- Be a mediator
- Talk to someone who can help

WHAT ELSE MIGHT YOU DO?





BULLYING BETWEEN ADULTS

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. The purpose of these guidelines is to encourage consistency of approach and to create a climate in which all types of bullying is regarded as unacceptable.

Bullying can be:

Verbal – tanted and teased where the intention is to embarrass and humiliate.

Emotional – isolation and excluded.

Physical – punching or any use of violence.

Racist – racial taunts, graffiti and gestures.

Sexual – unwanted physical contact or sexually abusive comments.

Homophobic – because of or focusing on the issue of sexuality.

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everyone has the right to be treated with respect. Individuals who are bullying need to 'learn' different ways of behaving.

Clubs and counties have a responsibility to respond promptly and effectively to issues of bullying.



Macra na Feirme

Objectives/Aims

As an organisation Macra takes bullying seriously. Bullying will not be tolerated.

Members should be assured that they would be supported when bullying is reported.

All club members, club & county officers and staff should have an understanding of what bullying is.

All club members, club & county officers and staff should know what Macra's code of conduct and procedures on bullying are and what they should do when bullying arises.

Signs and indicators

- Says he or she is being bullied.
- Is unwilling to go to meetings and activities.
- Becomes withdrawn, anxious and lacks in confidence.
- Stressed
- Becomes aggressive, disruptive or unreasonable.
- Terminates membership
- Gives improbable excuses for any of the above.

These signs and behaviours may indicate other problems but bullying should be considered a possibility and should be investigated.

Procedures

Dealing with a Bullying Allegation

Where an allegation of bullying is made or where alleged bullying is observed, the club / county officers should make every effort to resolve the matter without delay. Club / County Officers (who are not implicated in the alleged behaviour) should evaluate the situation and emphasize the need to prevent bullying to all concerned. Reconciliation should be the main objective and it may be that a genuine apology solves the problem.

Macra's Training & Development Officers will assist in resolving the matter if appropriate.



The following guidelines are recommended:

- Listen to the complaint and record the details.
- The person receiving the complaint should consult discreetly with fellow club or county officers (not implicated in the allegation). If desired, advice from the Training & Development Officer can also be sought.
- Where it is considered that the matter warrants attention, the matter should be put to the alleged bully in private by two members of the committee. Where it is considered that the allegation is without substance, this should be communicated to the complainant in private.
- For complaints considered valid, the alleged bully should be advised that the alleged victim has considered that they have been subject to bullying. The alleged bully should be invited to respond. Where it is felt that there is a basis for the allegation, the bully should be asked to stop all such conduct immediately and to avoid causing any further suffering to the victim.
- Where it is considered that the allegation was substantiated, the person who caused the bullying should be asked to apologise unreservedly to the victim.

Dealing with a Serious Bullying Allegation

In cases of alleged serious bullying, the incident will be referred to the Child Protection Officer for advice.

The alleged bullying behaviour must be investigated under the guidance of Macra's Child Protection Officer.

Reconciliation should be the main objective.

The Child Protection Officer and the relevant Vice President should meet with the alleged victim and alleged bully separately. The individual(s) will be invited to bring a support person on the day of meeting.

The allegation should be put before the alleged bully.

The alleged bully should be advised that the alleged victim has considered that they have been the subject of bullying.

The alleged bully should be invited to respond. Where it is felt that there is a basis for the allegation, the bully should be asked to stop all such conduct immediately and to avoid causing any further suffering of the victim.

An attempt will be made to help the bully/bullies change their behaviour.

If necessary, An Garda Síochána will be consulted but this will only be appropriate in the most serious of cases.