

Farnham Runners Club Standards: **Anti-bullying policy**

Statement of intent

We are committed to providing a caring, friendly and safe environment for all of our members so they can participate in an inclusive sport where everyone belongs and can flourish.

Bullying can be defined as repeated behaviour which is intended to hurt someone either emotionally or physically and is often aimed at certain people because of their race, religion, gender or sexual orientation, or any other aspect such as appearance or disability.

This statement relates to both online and face to face bullying. Bullying of any kind is unacceptable. Bullying takes many forms but ultimately it is the perception of the victim that determines whether or not they are being bullied rather than the intention of the bully.

We expect that all club members and the committee will work together to prevent and reduce bullying. If bullying does occur, **everyone should be able to speak up and know that incidents will be dealt with promptly and effectively.**

This means that **anyone** who knows that bullying is happening should [contact the club welfare officer or any committee member](#). Bullying will not be tolerated.

What is bullying?

- Physical bullying, hitting, slapping, or pushing someone.
- Verbal; name calling, gossiping, or threatening someone.
- Non – verbal abuse; hand signs or text messages.
- Emotional abuse; threatening, intimidating, or humiliating someone.
- Undermining, constant criticism or spreading rumours.
- Controlling or manipulating someone.
- Making silent, hoax or abuse calls.
- Cyber bullying through social networking sites, personal text messages or on club forums, including threats, sexual remarks and hate speech.

Racial, sexual, transphobic, or homophobic bullying, or bullying someone because they have a disability is considered a hate crime.

If you suspect bullying is happening, please [contact our welfare officer or any member of the committee](#).