Wolfe Tones GAC Anti-Harassment Policy

At Wolfe Tones GAC, we are dedicated to fostering a welcoming and inclusive environment that is free from harassment of any kind. We believe in treating all individuals with respect, dignity, and fairness. This policy outlines our commitment to preventing and addressing harassment within our Association.

Definition of Harassment:

Harassment refers to any unwelcome conduct, whether verbal, non-verbal, physical, or written, that is based on a protected characteristic, such as age, gender, race, ethnicity, disability, sexual orientation, or any other legally protected status. Harassment includes but is not limited to derogatory comments, offensive jokes, slurs, intimidation, bullying, unwanted advances, or any behavior that creates an intimidating, hostile, or offensive environment.

Our Commitment:

1. Prevention:

* We are committed to promoting a culture of respect, inclusivity, and professionalism, where harassment is not tolerated.
* We will provide education and training to our members, coaches, staff, and volunteers about recognizing, preventing, and addressing harassment.
* We will communicate our expectations regarding behavior and conduct through the dissemination of this policy and regular reminders.
* We will encourage open communication channels to ensure that members feel comfortable reporting incidents of harassment.

2. Reporting and Response:

* We encourage anyone who experiences or witnesses harassment to report it promptly to a coach, staff member, or designated club official.
* Reports will be taken seriously, treated confidentially, and investigated promptly and impartially.
* We will provide support and guidance to the person reporting the incident and ensure their safety and wellbeing throughout the process.
* We will protect individuals who make good faith reports from retaliation or adverse consequences.

3. Investigation and Action:

* All reported incidents will be thoroughly investigated by designated club officials.
* The investigation will involve speaking to all parties involved, gathering evidence, and taking appropriate action based on the findings.
* The actions taken may include disciplinary measures, such as warnings, suspension, or termination, depending on the severity and frequency of the harassment.
* We will ensure that any disciplinary actions are fair, consistent, and proportionate to the seriousness of the offense.

4. Support and Follow-Up:

* We will provide ongoing support and follow-up to the person who has experienced harassment to ensure their wellbeing and recovery.
* We will implement strategies to prevent any further incidents of harassment and to promote a safe and inclusive environment.
* We will communicate with the individuals involved, their parents/guardians (if applicable), and other relevant parties to ensure that appropriate measures are in place to prevent future incidents.

5. Whistleblowing:

* We encourage individuals to report any concerns about harassment, even if they are not directly involved in the incident, through our whistleblowing procedure.
* Whistleblowers will be protected from retaliation or adverse consequences for reporting concerns in good faith.
* The club will conduct thorough investigations into whistleblowers' concerns and take appropriate action based on the findings.

6. Vexatious Complaints:

* We take all complaints of harassment seriously and will investigate them in a fair and impartial manner.
* However, we will not tolerate vexatious or malicious complaints made with the intention of causing harm or disruption to individuals or the Association.
* If a complaint is found to be vexatious, appropriate action will be taken, which may include disciplinary measures against the complainant.

7. Review and Improvement:

* We will regularly review and update our anti-harassment policy to ensure its effectiveness and relevance.
* We will seek feedback from our members, coaches, and volunteers to identify areas for improvement.
* We will collaborate with relevant Associations and experts in the field to stay informed about best practices in preventing and addressing harassment.

By implementing this anti-harassment policy, Wolfe Tones GAC is committed to providing a safe, respectful, and inclusive environment for all individuals associated with our Association. We urge all members, coaches, staff, and volunteers to familiarize themselves with this policy and actively contribute to creating a positive and harassment-free culture within our club.