

Bullying protocol

In this document, the board of GSBV de Mattekloppers has established how we try to prevent bullying within the club by encouraging desired behavior. We will discuss how we deal with situations in which this happens or threatens to happen. Finally, we will work out what sanctions are possible if a situation is not resolved.

1. Promote desirable interactions and relations

It is very important that budokas feel safe in their sports environment. This includes that they should not feel bullied. To minimize the risk of this we have established a number of rules of conduct. A number of things are not allowed in our association. These include:

- Judging on appearance, origin, gender or other personal characteristics or making hurtful remarks about it.
- Unwanted touching of another person's belongings.
- Deliberate harsh treatment and/or physically hurting another person during practice.
- Addressing each other with a nickname that is not perceived as positive.
- Swearing or cursing.
- Gossiping.

In addition, we expressly expect the following things from members:

- Listen carefully to each other.
- Help each other where necessary.
- Make sure that newcomers to the group are well received and taken care of.
- Always try to solve quarrels together.
- If this does not work: seek contact with a trainer, confidential contact person or board member

The above rules of conduct will be made known to all our members and can be found on <our website/in our club magazine/on our bulletin board>.

Furthermore, the trainers regularly pay attention to it, and we monitor the compliance during the budo lessons. Parents/guardians are also asked to report any undesirable behaviour they encounter or suspect.

2. Resolving situations of bullying behavior

If bullying is suspected within the club the following steps are followed:

- It is determined whether the bullied person has tried to resolve it with the bully.
- If the bullied person cannot work it out, the budo teacher/trainer intervenes. He/she brings the parties together for a clarification discussion and tries to resolve the argument or bullying together and make (new) agreements.

- A contract is sought with the involved parties after the members have been informed. If necessary, a conversation is held with the whole group. The causes and consequences for victims, perpetrators, followers and the silent middle group can be discussed. Discuss whether they realize the grief they cause with their behavior and/or attitudes. The group will then be asked for suggestions on how the situation can be improved for the bullied budoka.
- In the case of repeated bickering/bullying behavior, the teacher takes a clear stand and holds a punitive discussion with the bully. The punishment/sanctions phase takes effect (see section 3). The name of the troublemaker/bully is also recorded in a report. With each report, the teacher describes "the circumstance. The teacher and involved parties try to work together in consultation to find a solution satisfactory to all.

3. Sanctions

Should attempts to improve the situation by budokas, trainer and involved parties not lead to a solution, the club may decide to impose sanctions. A decision to do so always follows consultation between trainer and board. The possible sanctions increase from light to heavier and can be given in that order if a situation does not improve over time. The sanctions for each category are listed below.

First sanctions

- Suspension from one training session.
- For a certain number of trainings: staying until the other budokas have gone home.
- A written assignment such as a set assignment about the circumstance and his/her role in the bullying problem through conversation: raise awareness for what he/she is doing to the bullied member.
- Making agreements with the bully about changes in behavior. Compliance with these agreements will be addressed in a brief conversation at the end of each week (for a period of time).

Follow-up sanctions

- Involve parents more explicitly in the solution. The budo club has kept a file of the actions that have taken place. This file is starting point for the discussion. In consultation, the bully is placed in another group place.
- In case of persistent bullying the bully will be suspended for a certain period of time.

Final sanction

- In extreme cases the bully will be expelled from the club.