



# **Birkenhead United AFC**

## **Anti-Harassment Policy**

### **Purpose**

Birkenhead United AFC is committed to providing a safe, inclusive, and respectful environment for all members, players, coaches, volunteers, officials, spectators, and visitors. Harassment in any form has no place in our club and will not be tolerated. This policy outlines our expectations regarding behaviour and provides guidance on how incidents of harassment will be addressed. All complaints relating to harassment will be handled in accordance with the **Birkenhead United AFC Serious Incident and Misconduct Policy**.

### **Definition of Harassment**

Harassment is any unwelcome behaviour that:

- Offends, humiliates, intimidates, or creates a hostile environment for another person; and
- Is reasonably likely to be perceived as offensive or degrading by the recipient.

Harassment can be verbal, written, physical, or visual and may include (but is not limited to):

- Offensive jokes, comments, or slurs
- Unwelcome physical contact or gestures
- Bullying, intimidation, or threats
- Sexual harassment, including unwelcome advances or remarks
- Discriminatory remarks or actions based on race, ethnicity, religion, gender, age, ability, or sexual orientation
- Online harassment, including abusive social media posts, texts, or emails

### **Scope**

This policy applies to all Birkenhead United AFC members and participants, including:

- Players (all grades and teams)
- Coaches, managers, and volunteers
- Board and committee members
- Officials and referees
- Parents, guardians, and supporters
- Visitors to Birkenhead United AFC venues or events

It covers all club activities, whether held at Shepherds Park, away grounds, or other related events.

### **Responsibilities**

**All members** are expected to:

- Treat others with respect and dignity at all times
- Refrain from engaging in any form of harassment
- Report incidents of harassment promptly

**Coaches, managers, and officials** are expected to:

- Model respectful behaviour
- Take immediate action to address inappropriate conduct
- Support any member who comes forward with a complaint

### **Reporting Harassment**

Any person who believes they have been harassed, or who has witnessed harassment, is encouraged to report the incident as soon as possible.

Complaints should be made in writing to the **President** or **Club Secretary**, as outlined in the **Serious Incident and Misconduct Policy**. Complaints will be taken seriously, treated confidentially, and investigated promptly by the club's complaints review panel.

### **Consequences**

Harassment will be treated as **serious misconduct**. Sanctions may include:

- Formal warning
- Suspension from club activities
- Removal from a team or role
- Termination of club membership
- Referral to relevant sporting or legal authorities

### **Links to Related Policies**

This policy should be read in conjunction with:

- Birkenhead United AFC Serious Incident and Misconduct Policy
- Birkenhead United AFC Code of Conduct
- NZ Football Disciplinary Code

### **Review**

This policy will be reviewed annually by the Board to ensure it remains current, relevant, and effective.

**Approved by:** Birkenhead United AFC Board

**Date:** September 2025 2025