

The Governing Council of the Cat Fancy Australia & Victoria Inc

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GCCFV ANTI-BULLYING & HARRASSMENT POLICY

Purpose

The Governing Council of the Cat Fancy Vic, Australia & Victoria Inc ("GCCFV") is committed to providing a safe, respectful and inclusive environment that promotes the well-being of its members and its stakeholders. GCCFV rejects all forms of bullying or harassment behaviours.

The purpose of this policy is to:

1. Explain the definition of bullying and harassment so there is an understanding amongst all members of GCCFV
2. Make clear that no form of bullying or harassment at GCCFV will be tolerated
3. All reported incidents of bullying and/or harassment would be investigated and addressed by the GCCFV committee

Scope

GCCFV Committee acknowledges the rights of all members to participate in activities in a secure and friendly environment. Bullying or harassment of any kind is unacceptable in GCCFV (ZERO TOLERANCE).

This policy applies to:

- All GCCFV members and any of its volunteers;
- Judges and stewards;
- All Show Exhibitors;
- Suppliers, Sponsors of GCCFV and other members of the public, when interacting with GCCFV;
- All GCCFV activities (e.g., shows), interactions and events.

Definitions

Bullying

Bullying is defined as unreasonable behaviour (verbal, psychological, physical, social or cyberbullying) conducted by an individual or group against another person (or persons). This behaviour creates a risk to health and safety.

It does not matter whether the person engaging in the unreasonable behaviour intended to cause offence or harm. It includes behaviours that are victimising, humiliating, undermining, intimidating or threatening, which creates the potential for or causes harm.

Bullying can be a serious or repeated behaviour or conduct, or it may be a single incident.

Bullying can happen in persons or online via various digital platforms and devices, and it can be obvious or hidden.

Examples of unreasonable behaviour include (but are not limited to);

- i. Abusive, insulting and or offensive language or comments
- ii. Unjustified criticism
- iii. Spreading gossip or false and malicious rumours about a person
- iv. Aggressive and intimidating conduct
- v. Placing offensive or hurtful public messages, images or statements on a social network site or other public forum.

Harassment

Harassment is any uninvited or unwanted behaviour or conduct that a reasonable person, having regard to all the circumstances, would have anticipated could make the person harassed feel offended, humiliated or intimidated.

It does not matter whether the person engaging in the behaviour intended to cause the other person to feel offended, humiliated or intimidated.

A single, one-off incident is enough to constitute harassment. The behaviour does not have to be reported, but if it is repeated, it may also amount to bullying.

All forms of harassment are unacceptable and will not be tolerated. Some types of harassment are unlawful, such as sexual harassment, sex-based harassment, harassment based on a person's disability and racial harassment.

Harassment can include behaviour such as;

- i. Making rude remarks, derogatory comments, insults or taunts
- ii. Making unwanted physical contact
- iii. Mimicking someone
- iv. Telling jokes based on negative stereotypes
- v. Displaying or sharing offensive material, such as posters, cartoons or "meme's, including via email, text and over social media.

Reporting

If the matter relates to a breach under this policy:

- By GCCFV;s members
 - o GCCFV's committee will investigate the matter and apply appropriate disciplinary action.
- By third parties
 - o GCCFV's committee will refer such breach to the appropriate organisation or authority