



## **Unacceptable Behaviour / Dignity and Respect Policy and Procedure - Athletes**

## **1. Purpose & Scope**

GBS is committed to a culture in which all our team - athletes, coaches, and support staff are treated fairly, with dignity and respect and Unacceptable Behaviour (UAB) is not tolerated. We are committed to ensuring that there is equal treatment of all individuals (athletes, coaches and support staff) irrespective of race, colour, sexual orientation, nationality, ethnic origin, religion, belief, disability, age, gender or gender reassignment, trade union membership, pregnancy or maternity or marital or civil partnership status ('Protected Characteristics').

Our policy principles are:

- All individuals treat each other with dignity and respect.
- A culture that is fair and inclusive and where people feel able to raise complaints without fear of reprisal.
- Acts of discrimination, exclusion, unfair treatment and other negative or demeaning behaviours are not tolerated.
- Making full use of the talents of everyone, to help everyone in the organisation be the best they can be.
- Open and constructive communications.

GBS aim to ensure an environment which is free from any intimidation, hostility, humiliation, victimisation or any other form of harassment, and unlawful and unfair discrimination whether it is intended or not.

This policy encompasses bullying or harassment which could occur inside and outside of our environment - in training or competition.

Appropriate disciplinary action, which may include dismissal, may be taken against any person who contravenes this policy.

We will not tolerate retaliation against or victimisation of any individual bringing a complaint of bullying or harassment, under this policy. Such retaliation or victimisation may itself constitute a disciplinary offence, which may in appropriate circumstances lead to dismissal, or in the case of a athlete - removal from the GBS Performance programme.

Please be aware that these guidelines are subject to change at any time without notice. Any revisions will be circulated by email.

This policy is non-contractual.

## **2. Consequences of Unacceptable Behaviour**

The consequences of unacceptable behaviour can be distressing for individuals, relationships and our Team. It could result in any of the following:

- An unpleasant atmosphere which makes it harder for us to thrive in our roles, retain our talent and prevent the recruitment of new talent and expertise for the future.
- Damaged reputations – for an individual, the team and GBS.

### 3. What is bullying?

Bullying is offensive, intimidating, malicious or insulting behaviour involving the misuse of power that can make a person feel vulnerable, upset, humiliated, undermined or threatened. Power does not always mean being in a position of authority but can include both personal strength and the power to coerce through fear or intimidation.

Bullying can take many forms. Although this list is not exhaustive, bullying may include:

- verbal abuse, such as shouting or swearing at others;
- threatening or insulting others;
- abusing power or using unfair penal sanctions;
- practical jokes, initiation ceremonies or birthday rituals;
- physical abuse such as hitting, pushing or jostling;
- rifling through, hiding or damaging personal property; or
- ostracising or excluding people from events or social activities.

Bullying does not include justifiable, legitimate, reasonable and constructive criticism of an individual's performance or behaviour, or reasonable instructions given to individuals where appropriate.

It is important to recognise that what one individual may find acceptable, another may find totally unacceptable and that the essence of harassment and bullying is that the words or behaviour are unwelcome to the particular person who is the target of the words or behaviour. All individuals must treat others with respect and appropriate sensitivity.

### 4. What is harassment?

Harassment means any physical, verbal or non-verbal behaviour which:

- may involve conduct of a sexual nature (sexual harassment), or it may be related to age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation. Harassment is unacceptable even if it does not fall within any of these categories;
- is unwanted and has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. A single incident can amount to harassment;
- treats someone less favourably because they have submitted or refused to submit to such behaviour in the past.

**NB.** It is not the intention of the perpetrator that determines whether an act of harassment takes place, it is the feelings of the victim.

Harassment can take many forms. Examples of harassment prohibited by this policy include, but are not limited to:

- Verbal abuse or offensive jokes or pranks (which may or may not be related to an individual's Protected Characteristic); lewd or suggestive comments; requests for sexual favours.
- Unwelcomed physical contact; threatened or actual assault or violence.
- Leering or threatening looks.
- Deliberate exclusion from conversations or activities based on a Protected Characteristic or otherwise.
- Display of 'pin-ups', pornography, inflammatory or abusive literature or graffiti.
- Using e-mail, text, social media or the internet for the purpose of bullying or making abusive or offensive remarks based on a Protected Characteristic or otherwise or to send pornography or inflammatory literature.
- Threatened or actual sexual or any other kind of physical or verbal assaults.
- Suggestions or threats that sexual favours, racial origins or any other Protected Characteristic could affect someone's job security or prospects.
- Repeated and unsubstantiated accusations of intentional mis-representation or abuse of classification.

## **5. Coaching for Performance**

Success at the highest level of our sport requires demanding training regimes with expert coaches enabling athletes to find the very limit of their ability. Coaching for performance is not the same as bullying:

Coaching for Performance is:

- consensual (discussed and agreed between athlete and coach, or support staff);
- agreed performance objectives and outcomes;
- planned and evidence based; and
- ethical from a medical perspective

Bullying is:

- not consensual; and
- lacks any performance objectives and outcomes

## **6. What to do if you experience UAB**

Should you experience or witness UAB, you can use the athlete or Employee Grievance policy to report the issue. This will ensure that we are able to assess and investigate such a report and deal with it appropriately, in a fair and transparent way.

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