



ANTI-BULLYING POLICY

Our vision as a Club is “to foster a life-long relationship with swimming excellence driven by twin principles of self-improvement and respect for all

To that end Nenagh Neptune Swimming Club acknowledges the right of all our members, our coaches and volunteers to enjoy participation in our sport of swimming and membership of our Club in a secure environment.

Neptune Swimming Club fully support and endorse the anti-bullying policies/principals set down by Swim Ireland. Our Club has participated in the Swim Ireland and “Sticks and Stones” anti-bullying workshop.

Bullying by any member will not be accepted nor tolerated. All concerns raised about bullying will be treated seriously, as speedily as possible and on a confidential basis.

Swimmers and Parents should be assured that they will be supported when bullying is reported.

OBJECTIVES OF THIS POLICY:

All club members, coaches, volunteers, parents should have an understanding of what bullying is.

WHAT IS BULLYING?

Bullying can be defined as repeated aggression conducted by an individual/group against others. The exception is where bullying is done by electronic means. (Cyber Bullying)

Bullying can be:

Verbal; EG persistent teasing, slagging, sneering, shouting, name calling, spreading rumours or gossip

Emotional: EG being unfriendly, isolation, excluding a member from activities, discussions, It includes behaviour such as teasing tormenting (e.g. hiding a person goggles/kit), interfering with a person’s belongings, gestures,

Physical: EG punching, pushing, kicking,

Cyber Bullying:

Bullying can also be a once off event by use of text, phone, social media such as Facebook, twitter etc. and again by spreading rumours, lies or gossip against a person.

Anyone can be a target of bullying, a swimmer, coach, committee members, parents.

For Anti-Bullying Tips; (refer to [Swim Ireland policy](#))

[Nenagh Neptune Swimming Club – Coaching Young Swimmers from Nenagh and surrounding areas](#)



OUR MEMBERS ARE ENTITLED TO

1. Be happy and enjoy our sport in a safe environment
2. Be treated with dignity and respect
3. To have the support of the adults within the sport
4. Be listened to/be believed
5. To say no where they seem appropriate
6. To refuse inappropriate behaviour

OUR SWIMMERS SHOULD ALWAYS

1. know they should be respected for themselves
2. Respect their fellow swimmers, coach, or volunteers
3. Not to retaliate to any form of bullying, fighting back makes things worse
4. Be assertive, walk away confidently.
5. Report bullying incidents to your club children's officer, committee member or an adult you can trust,