



## **Litchfield Football Club (LFC) Bullying Prevention and Response Policy**

Reviewed December 2025

### **1. Purpose**

Litchfield Football Club (LFC) is committed to providing a safe, inclusive, respectful and enjoyable environment for all participants. This policy outlines how LFC prevents, identifies and manages bullying in line with Sport Integrity Australia's 'Bullying in Sport' guidelines (2023) and the Club's Complaints Procedure and Disciplinary Procedure.

### **2. Scope**

This policy applies to all members, players, coaches, volunteers, committee members, parents, spectators and any person acting on behalf of LFC.

### **3. Definitions**

Bullying is defined as repeated unreasonable behaviour towards a person or group that creates a risk to health and safety. This includes physical, verbal, psychological, social or online behaviours. Cyberbullying includes seriously intimidating or harassing online communication.

### **4. Guiding Principles**

- Right to a safe environment
- Natural justice and fairness
- Confidentiality
- No victimisation
- Timely and consistent response
- Alignment with LFC policies and Constitution

### **5. Examples of Bullying**

- Aggressive behaviour or intimidation
- Humiliating or mocking a participant
- Excluding a player from team activities without cause
- Offensive comments, slurs or harassment
- Cyberbullying via posts, messages, emails or images

### **6. Prevention Strategies**

- Promote respect, integrity and inclusion
- Educate coaches, managers and players on expected behaviours
- Reinforce Codes of Conduct

- Identify and minimise bullying risk environments
- Provide guidance to parents and spectators

## **7. Reporting Bullying**

Reports may be made verbally or in writing to a Coach, Manager, MPIO, Secretary or President. Formal complaints should follow the LFC Complaints Procedure.

## **8. Response to Bullying**

LFC will assess all reports promptly. Minor matters may be resolved informally. Serious or repeated behaviour will follow the Disciplinary Procedure, including investigation and proportionate outcomes.

## **9. Outcomes**

Possible outcomes include mediation, warnings, behavioural agreements, suspension, removal from a role or expulsion (as per Constitution Clause 9).

## **10. External Pathways**

Where bullying involves protected attributes or criminal conduct, referrals may be made to:

- Sport Integrity Australia
- NT Police
- eSafety Commissioner
- NT Anti-Discrimination Commission
- Fair Work Commission (workplace contexts)

## **11. Record Keeping**

All bullying reports, investigations and outcomes will be recorded and kept securely for seven years by the Secretary.

## **12. Policy Review**

This policy will be reviewed every two years or earlier if required by legislative or organisational changes.