



## **Bullying and Harassment Policy**

This policy outlines the expectations of behaviour within Crouch Kayak Club and outlines the specific behaviours that are unacceptable when participating in club activities.

### **Definition of Bullying and Harassment**

Bullying and harassment are defined as any form of behaviour that is unwelcome, offensive or intimidating and is directed at an individual or group of individuals. Bullying and harassment can be physical, verbal or psychological, and can include offensive language, gestures or jokes.

### **Unacceptable Behaviour**

The following behaviours are considered to be unacceptable and will not be tolerated at Crouch Kayak Club:

- a) Threatening, intimidating or verbally abusing another person;
- b) Making offensive or derogatory comments;
- c) Making jokes or gestures that are offensive to another person;
- d) Isolating or excluding another person;
- e) Making unwelcome physical contact;
- f) Spreading rumours about another person;
- g) Posting offensive messages or images on social media.

### **Reporting**

If a member of Crouch Kayak Club experiences bullying or harassment, they should report the incident to a club official, such as a coach or committee officer. The club official must act to investigate the report and take appropriate disciplinary action if necessary.

**Steps to report concerns to the Paddle UK [www.paddleuk.org.uk](http://www.paddleuk.org.uk)**

1. Complete the Paddle UK Reporting Concerns form online
2. Report the concern to **Paddle UK Safeguarding Lead 01158 655354**

### **Disciplinary Action**

If a member of Crouch Kayak Club is found to have engaged in bullying or harassment, they may face disciplinary action up to and including expulsion from the club.



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### Education and Training

Crouch Kayak Club will provide training and education to its members on the prevention and recognition of bullying and harassment. The club will also provide

Information on the reporting process so that members understand how to respond when they experience or witness bullying and harassment. It is the responsibility of every member of Crouch Kayak Club to abide by this policy and to treat other people with respect and dignity

**Reviewed 09.03.2026**

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