



LSRA Bullying policy

Bullying will not be tolerated whether it occurs during LSRA training, or when representing the Club at races or other events whether at the Midlothian Snowsports Centre or elsewhere.

The main features of bullying are:

- Deliberate hostility and aggression towards the victim
- A victim who appears to be weaker than the bully or bullies
- An outcome which is always painful and distressing for the victim

Unacceptable bullying behaviour may include:

- Physical violence
- Damage to equipment
- Sarcasm, spreading rumours, persistent teasing or theft
- Tormenting, ridiculing, humiliation
- Racial taunts, graffiti, gestures
- Comments made on social media which could be construed as negative, offensive or hostile towards another person
- Unwanted physical contact or abusive/offensive comments of a sexual nature

Trainees:

It is important that you report any worries about bullying to an adult - whether a parent, your coach, the head coach or a member of the LSRA Committee. You may have been bullied and you may be nervous about telling someone for fear of reprisal. However, remember that if bullies are allowed to get away with it once, they will probably do it again. You may be worried that telling someone about the problem will make things worse – but everything you say will be treated confidentially and the problem will be dealt with sympathetically and with sensitivity. Any course of action to address the problem will be discussed with you.

Coaches and committee members will:

- Take the problem seriously and investigate any incidents;
- Take appropriate action which may include:
 - Informing the parents /guardians of the bully;
 - obtaining an apology from the bully to the victim; and/or
 - applying an appropriate sanction in accordance with the Club's disciplinary procedures, up to and including ultimately dismissal from the Club.