

**AFC Oldham (2005)**  
**Bullying and Harassment Policy**

AFC Oldham (2005) actively encourages an environment in which everyone is entitled to work without harassment, victimisation and bullying.

Harassment may be described broadly as "unwanted conduct affecting the dignity of men and women". Where a particular form of conduct has the effect of making a person feel humiliated, threatened or that their privacy is being invaded, then that conduct will constitute harassment and should cease immediately.

Bullying, although not defined legally, is described as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means unintended to undermine, humiliate denigrate or injure the recipient.

We will not condone harassment and the procedure for dealing with complaints is set out below.

The Policy applies to volunteers, club officials, committee members and players conduct both during Club events and away from club events, when representing AFC Oldham at social events, sporting events and meetings.

All volunteers, club officials, committee members and players have a responsibility for complying with this Policy and treating all fellow club members with dignity and respect. If you believe that you have been subject to, or witnessed harassment, victimisation or bullying, you must inform the Club Welfare Officer so that we can keep our club free from unacceptable behaviour.

**The procedure for dealing with cases of harassment is set out below:**

If you believe you are being subjected to any bullying or harassment then, in the first instance you should ask the offender to stop or make it clear that such attention is unwelcome. If necessary, ask a friend or fellow club member to help you do this. Such an informal approach may be all that is needed, but you should make a note of the details and keep them.

If your request is ignored and the harassment continues, or you feel unable to make the informal approach, please contact the Club Welfare Officer immediately. Details will be taken and should be confirmed in writing by the victim. This constitutes a formal complaint.

Either a club official or the Club Welfare Officer who took the complaint, or an independent individual, will investigate the complaint in line with the Club's Resolving Problems Policy. Allegations will be dealt with seriously and confidentially and there will be no victimisation of any individual making, or being involved in, a complaint.

In cases of serious alleged bullying or harassment, any individual directly involved may be suspended from all club duties. If the bullying or harassment has taken place, then the accused will be dealt with in accordance with the Resolving Problems Policy.

It is hoped that the implementation of this Policy will ensure that all our club members work in an atmosphere of mutual trust, dignity and respect.