



## Anti-Harassment Policy

### Franklin United Football Club Incorporated

#### Purpose

Franklin United Football Club (FUFC) is committed to creating a safe, respectful, inclusive, and family-friendly environment where everyone can enjoy football. Harassment, bullying, or discriminatory behaviour of any kind is not acceptable at our Club — whether on the field, on the sideline, or online.

This policy outlines what harassment is, what to do if there's a concern, and how FUFC will respond. It reflects our Club's values and aligns with the *New Zealand Football Code of Conduct (2019)* and *New Zealand law*.

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#### Who this Policy applies to

This policy applies to all FUFC members and participants — including players, parents and caregivers, coaches, referees, volunteers, supporters, administrators, and contractors. It applies to all Club activities, communications, and settings (including social media).

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#### Our Commitment

- We will not tolerate any form of harassment or bullying.
  - We will act quickly and fairly on any concerns raised.
  - We will protect the dignity and safety of everyone, especially children and vulnerable people.
  - We will provide support for all involved and uphold manaakitanga and whanaungatanga in how we respond.
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#### What is Harassment?

Harassment is any unwelcome, offensive, or intimidating behaviour — verbal, physical, written, or visual — that causes distress or makes someone feel unsafe. It can be:

- Sexual harassment – comments, gestures, advances, or images of a sexual nature that are unwanted and upsetting.
- Racial harassment – insults, jokes, slurs, or actions based on ethnicity, culture, nationality, or religion.

- Other – repeated exclusion, threats, verbal abuse, or unwanted contact (including via social media).

Whether or not it was intended to offend, it's harassment if the behaviour has a harmful impact and is not welcome.

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### **What is Bullying?**

Bullying is repeated, unreasonable behaviour that creates risk to someone's mental or physical wellbeing. It may include:

- Constant criticism or shouting
  - Deliberate exclusion from team activities
  - Gossip or rumours
  - Online harassment
  - Teasing, name-calling, or intimidation
  - Physical contact that isn't part of normal play
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### **What Harassment or Bullying is not**

We recognise that respectful disagreements and fair feedback are part of learning. The following are not considered bullying or harassment when done respectfully and fairly:

- Offering constructive coaching feedback
- Holding people accountable for Club expectations
- Managing behaviour, safety, or performance within reasonable limits
- Honest disagreements handled respectfully

However, even one-off incidents that cause genuine harm may need to be addressed to prevent escalation.

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### **Resolving Issues**

#### **1. Informal Resolution (if safe)**

If you or someone else is affected by unwanted behaviour, and feel safe doing so:

- Let the person know the behaviour is unwelcome
- Talk with a trusted adult, coach, or whānau member
- Speak with your team manager, coach, or Club representative

In many cases, a restorative or mediated kōrero (conversation) can help rebuild understanding and resolve the issue.

## 2. Formal Complaint Process

If the issue is serious, ongoing, or not resolved informally, a formal complaint can be made.

To do this:

1. Write to the Club President or Operations Manager with a summary of the concern.
2. The Club may appoint an independent person (internal or external) to investigate.
3. An investigation of the complaint and surrounding circumstances will be undertaken.
4. If a meeting is held, all attendees can bring a support person and will be treated with fairness and confidentiality.
5. A decision will be made on the balance of probabilities and communicated to the parties involved.
6. All appropriate action will follow in a timely manner.

Outcomes could include:

- A written or verbal warning
- Mediation
- Suspension or removal from Club roles or membership
- Referral to NZ Football or NZ Police

### Important Note:

If a complaint involves a child and sexual or physical harm is suspected, the Police and/or Oranga Tamariki must be notified immediately in line with FUFC's Safeguarding Policy.

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### Confidentiality and Support

- All concerns will be handled with sensitivity and confidentiality
- The safety and wellbeing of the person raising the concern will be our first priority
- Whānau and cultural support is encouraged where appropriate
- Both parties will be supported throughout the process

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### Education and Review

- This policy will be reviewed every two years by the FUFC Board.
  - Members will be reminded regularly of our expectations through registration, team meetings, and coach briefings.
  - Feedback is welcome and can be submitted to the Club Committee at any time.
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### **Closing Statement**

Franklin United is more than a football club — we are a community. We stand for respect, humility, honesty, spirit, and inclusion, and we want every player, volunteer, whānau member, and supporter to feel welcome and safe.

It's up to all of us to speak up, support one another, and protect the mana of everyone in our Club.

Together, we create a culture we can be proud of — both on and off the pitch.

**Updated September 2025**