



Policy on Bullying

Bullying is an issue in many sports today. The National Arabian Racehorse Assoc.(NARA) wants members, organisers, participants and officials to know that bullying is not acceptable at any NARA events.

- **Respect:** Every official, participant and helper has the right to be treated with dignity and respect. NARA has a responsibility to ensure this occurs at our events. Abuse, rudeness etc to a steward, any raceday official or NARA official will be dealt with under the Australian Arabian Rules of Racing and offenders may be stood down, fined or disqualified if proven guilty of an offence. NARA can only discipline the appropriate person/s if intimidation is reported. We encourage any person who feels they have been bullied to report it in writing to NARA. Reports will be handled promptly and confidentially. Disciplinary action will be taken against those who have bullied others at events run under the auspices of NARA.
- **What is Bullying?** Bullying is any inappropriate behaviour using force or power. Bullying undermines another person's self-esteem and confidence. It may be a one-off or may be repeated incidents. What is the cost of Bullying? Bullying is not confined to the school yard. It costs Australians an estimated \$12 billion a year. • 1 in 3 people quit work because of bullying (UK data) • Bullying may make officials and sponsors leave our sport WITHOUT OUR VOLUNTEER ORGANISERS AND OFFICIALS, THERE WOULD BE NO RACING INDUSTRY.
- **Social Media:** Members of Arabian Racing organizations, participants, officials, committees, their family and friends must not use social networking or the internet to bring Arabian Horse Racing into disrepute. All persons must refrain from posting disparaging, harassing, bullying or other inappropriate comments and/or material via electronic media, including, but not limited to chat lists, Facebook, Twitter and You Tube. It is also considered a breach of the Members Code of Conduct if you assist someone else to breach this Code of Conduct.

Refer: Australian Arabian Rules of Racing: Regulations - Section 17