



This protocol provides background information about what bullying actually is (including new forms of bullying), about an approach against bullying and about guidance to the various parties involved in bullying.

Stichting Queertopia pursues a policy aimed at preventing bullying behavior during working hours and our activities. Rules are discussed with professionals and participants. It also explains and discusses what bullying behavior can entail. If any form of bullying does occur, this is handled with great care.

## 1. Definitions

### 1.1

#### **Bullying**

A person is bullied when they are consciously and systematically damaged by one or more people through negative actions in which power is distributed unequally and the victim is usually unable to defend himself.

Negative actions can consist of physical contact or words, but also making obscene gestures, gossiping or deliberately excluding them from the group. The difference in power means that the person being bullied cannot defend themselves well and is somewhat helpless in the face of the bully (Olweus, 1994).

There is a negative intention if the negative actions are structurally directed against the same person and there is a power imbalance. Bullies are higher in the social group hierarchy and/or have more supporters than the bullied.

### 1.2

**Teasing** is not mean and is funny for all parties. You can laugh at teasing and it's not the same person's turn every time. Teasing is also usually one-on-one and easy to stop.

## 2. Background information

### 2.1 Characteristics of bullying

Bullying is not the same as teasing. In teasing, the balance of power is equal: sometimes one is 'the object' and sometimes the other. Plague is an incident. Often it is a matter of fooling each other. In the case of teasing, the teased person does not incur any permanent psychological and/or physical damage and is usually able to defend himself.

Bullying is structural. Bullying can really drive children to despair. Due to the structural nature of bullying, real policies need to be created to address the problem. A short-term project or one-off activity is usually insufficient.



## 2.2 What is bullying?

Bullying has a number of clear characteristics:

- bullying is intentional
- bullying is intended to cause harm (physical, material or mental)
- bullying always involves unequal power relationships (physically or verbally stronger people choose less resilient people as victims)
- bullying happens systematically
- bullying does not stop on its own, but rather gets worse if left untreated
- bullying is of all times and occurs in all groups and cultures. So it is a typically human vice that is always hidden and can resurface again and again.

## 2.3 Who is bullying and who is being bullied?

People who bully often seem like strong people in a group. They are people who have problems at home, who constantly struggle for power in the group, because they feel lost in the group. By bullying they try to impress the group, by putting someone else down they boost their self-esteem.

People who are bullied are usually insecure, cautious and often have a negative self image. They sometimes have difficulty with social skills and are often isolated. Although the bullied is often physically weaker than the bully, characteristics such as weight, clothing or wearing glasses generally have less influence than is thought. Bullied people have trouble defending themselves. They feel powerless against the bully. Bullied people often feel very lonely. In addition, there is a group of people who do not play an active role in the whole, but who do determine the persistence of the bullying behaviour. Bullying people may feel empowered by the silent consent of third parties.

The following are some common bullying practices that bullies play on their victims:

- completely silent
- isolation
- psychological and/or physical abuse
- hit or kick
- constantly making supposedly nice comments about a teammate
- take or break possessions
- constantly blaming the victim for something
- make comments about clothing or appearance
- send emails, apps or socials messages with threatening or offensive content
- digitally distribute or post offensive images of the victim on the internet

## 2. Rules

### 2.1

No form of bullying is tolerated.

### 2.2

When a participant, employee or volunteer indicates that he or she feels uncomfortable with the behavior of another participant, employee or volunteer, this limit is ruling.

### 2.3

Talk to each other, ask an independent third party if necessary.

## 3. How to act if the rules are violated



If you are a victim of bullying or identify bullying behaviour, you need to take action. What can you do?

3.1

Address the person or group in question about their behavior.

3.2

Talk to each other, ask an independent third party if necessary.

3.3

Inform the confidential counselor of Stichting Queertopia or the other professionals present at that time.

3.4

Submit an official complaint to the association board or confidant of Stichting Queertopia.

#### **4. Confidential counselor**

4.1

Stichting Queertopia always has at least 1 confidential advisor. You can always contact us here. What you discuss here remains between you and the confidential adviser. Together you decide what action to take.

4.2

If you do not feel safe with this person, speak to another professional from Stichting Queertopia, then contact one of the above organizations or someone from your own environment.

4.3

The confidential counselor can hear both parties to the complaint. Both the reporter and the person the report is about. The confidential counselor will not make both parties known to each other and will decide what the best action will be.

4.4

The confidential counselor informs the board of Stichting Queertopia at least once a year about the number and nature of reports and/or complaints submitted. This allows the foundation to adjust its policy to achieve a safer sports climate for everyone.

4.5

The confidential counselor does not provide any information about the reporter to others, unless with his/her explicit permission. The confidential counselor is obliged to maintain secrecy with regard to information that comes to their knowledge in connection with his work as a confidential advisor. This obligation does not apply to the board of the foundation insofar as necessary.

4.6

If the confidential counselor cannot find a solution, the foundation board may be called in, or the confidential counselor contacts a professional and specialized body.

#### **5. Consequences of not complying with the bullying protocol**

5.1

In the event of a violation or violation of rules, we will discuss this and measures will be taken if necessary.

5.2

Repeated violations of the rules will lead to consequences such as being placed on hold or terminating the employment contract.

5.3

If necessary, a report is made or a report is made to the police.

#### **6. Final provision**



6.1

The foundation board ensures that an up-to-date copy of this code of conduct is available.

6.2

This regulation is accompanied by an annually updated appendix with the names of the secretary of the foundation board and the confidential adviser.

6.3

Proposed changes will be submitted to the foundation board for approval.