



Anti-Bullying and Harassment Policy and Procedure

1. STATEMENT

- a) The 100 Marathon Club is an elite running club but is not elitist.
- b) The 100 Marathon Club U.K. has a “Zero Tolerance” when it comes to all forms of bullying and
- c) harassment that may be displayed in any way, shape and form.
- d) Any allegations of bullying or/and harassment (direct or indirect), regardless of whether the nature
- e) of the complaint has been raised formally or informally, will be investigated thoroughly and
- f) impartially by the Welfare Officer.
- g) The 100 Marathon Club U.K makes a commitment to provide and sustain a safe running
- h) environment in which everyone will be treated equally and respectfully, despite their race, age,
- i) ethnicity, disability/hidden disability, culture, gender (man, woman, transgender, non-binary),
- j) sexual orientation, religion and/or belief, or any other personal or/and protective characteristics.
- k) Bullying or/and harassment of any kind is unacceptable at our club. If bullying or/and harassment
- l) does occur, all runners should be able to tell and know that incidents will be dealt with promptly
- m) and effectively. This means that anyone who knows that bullying or/and harassment is happening
- n) is expected to tell the Welfare Officer.
- o) The 100 Marathon Club U.K. endorses equality and diversity, and every runner has the right to
- p) run, without feeling intimidated, harassed or/and bullied.
- q) Bullying and Harassment breaches the 100 Marathon Club’s Code of Conduct, values and ethos
- r) of Equality, Diversity, Inclusion and Respect and its Constitution; and, therefore, are classified as
- s) serious offences which, if proven, are likely to be considered as Gross Misconduct.

2. OBJECTIVES

- a) The 100 Marathon Club U.K. aims for a harmonious and friendly running environment and all of its members are expected to adhere to this. We are committed to providing a caring, friendly and safe environment for all of our members so that they can participate in a relaxed and secure atmosphere.
- b) All runners should be valued for their unique personality, skills, running abilities and treated with dignity and respect. The 100 Marathon Club U.K. should be free from bullying, harassment, victimisation or intimidation. If runners are valued, then they are more likely to achieve more not only in terms of their personal running aspirations and achievements, but collectively as a club.

- c) All runners should be aware that discrimination that occurs in running on the grounds of ethnicity, gender, age, sexual orientation, religion and belief, any form of disability, pregnancy and maternity and gender reassignment or/and any other shape or/and form of discrimination is unlawful.
- d) Race Directors may reserve the right to refuse an entry to a runner, however if this is based on the grounds of a runner's protected characteristics, or on the basis of a runner's ethnicity, gender, age, sexual orientation, religion and belief, disability, and if proven, the race director will be accountable for their decision in unlawfully excluding and discriminating against a runner from participating in a marathon.
- e) The policy is available on the 100 Marathon Club U.K.'s website and all members have a responsibility to read it, adhere to it and provide a feedback if a feedback for improvements is to be made.
- f) The right not to be bullied or/and harassed at running and in any other social event before or after running, from one runner to another runner, extends to anyone involved with the 100 Marathon Club U.K. and to any member of the 100 Marathon Club U.K.
- g) No runner should be victimised or suffer victimisation for making a complaint of bullying or/and harassment, and no runner shall be threatened, either explicitly or implicitly, by another runner, nor a runner's complaint will be used as the basis for decisions affecting that runner. Such conduct will be treated as a very serious disciplinary offence.

3. DEFINITIONS

3.1 Harassment.

- a) Harassment and bullying may be summarised as any behaviour that is unwanted by the person to whom it is directed. Crucially, it is the impact of the behaviour rather than the intent of the perpetrator that is the determinant as to whether harassment bullying has occurred.
- b) Harassment may be defined as any conduct which:
 - is unwanted by the recipient.
 - is considered objectionable.
 - causes humiliation, offence, embarrassment, distress or other detrimental effect.
- c) Harassment is normally characterised by one, or more than one incident of unacceptable behaviour, particularly if it reoccurs once the complaint has made it clear that they consider it offensive, unwanted and unwelcoming. However, ONE incident alone may also constitute harassment.
- d) Harassment may take many forms and includes behaviour related to a protected characteristic. However, harassment is not always related to any of the above. Examples of behaviours which are likely to be considered harassment are given below. This is not a full list and the 100 Marathon Club U.K. will view other forms harassment equally seriously.
 - Behaviour of a racist, sexist, homophobic, bi-phobic, trans-phobic, ageist or disablist nature.

- Any behaviour or abuse which may cause distress, such as name-calling, ridicule, insults, jokes, graffiti, physical abuse, sexual abuse, mental or/and emotional abuse.
- Abuse through email, texts, websites or social media; from one's personal, or from a third party's personal social media account (Facebook, Twitter, Instagram, etc) or/and by using the 100 Marathon Club U.K.'s Facebook Page, either the Aspiring Members or Full Members, as a platform to personally harass, ridicule, taunt or discriminate another person.
- Displaying offensive material. This can be on paper or electronically (for example, on social media).
- Spreading malicious rumours or insulting someone: e.g. on the grounds of a person's age, race, sex, ethnicity, nationality, disability, sexuality, religion or belief, or because they are transgender, or/and identify themselves as non-binary.
- Persistent, unwelcome contact, which may include text messages, emails, phone calls, gifts, letters, and calling at a person's home or place of work, or/and harassing another runner before/during or/and after a race.
- Offensive sexual behaviour such as suggestive looks, leering and remarks (including on social media and electronic communication devices), offensive flirting, unwanted physical contact, unwanted sexual advances or demands for sex and compromising invitations.
- Offers of favourable treatment in return for sex (or threats of disadvantage if the person refuses).
- Making it public that someone is gay, lesbian, bisexual or transgender when they would prefer to keep this information private (known as 'outing').
- Drawing unwelcome attention to, or abusing someone's, religious beliefs.
- It is important for the 100 Marathon Club U.K. to recognise that sexual harassment is any sexual advance unwanted by the recipient or behaviour which causes offence to the recipient. Similarly, racial harassment is any behaviour which is racially offensive to the recipient.
- The 100 Marathon Club U.K. must, therefore, take care to ensure that they do not prejudge situations based on their own sexual or racial attitudes and perceptions.

3.2 Bullying

- a) The 100 Marathon Club U.K. recognises that a single incident of unreasonable behaviour may be considered to be bullying. Any instances of inappropriate or disrespectful behaviour should be dealt by the Welfare Officer within a day or two after being notified about the incident of bullying. The Welfare Office should immediately report this to the Club Secretary and to the Chair and report the course of actions of dealing with the incident of bullying.

- b) Bullying is an offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient.
- c) The 100 Marathon Club U.K. recognises that bullying may sometimes be difficult to pinpoint: what one person may consider as bullying behaviour may be viewed “as banter.” However, inappropriate behaviour that leads to other people becoming stressed, demotivated or frightened is unacceptable and is no banter or/and a joke.

The following are examples of behaviours that may be considered bullying.

Emotional and Psychological:

- Abusive, insulting or offensive language or comments, including belittling, demeaning or patronising someone, especially in front of other runners.
 - Spreading misinformation or malicious rumours about another runner to other runners in person, or/and via social media, through email communication or/and text messages.
 - Defamation, slander of another person’s running achievements by making false accusations, without any substantiated evidence.
 - Humiliating, shouting at or threatening someone, especially in front of other runners.
 - Hiding someone’s running gear, bib number, personal belongings.
 - Sending abrasive communications via e-mail or any written communication
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- The 100 Marathon Club recognises that running is important to runners’ Mental Health wellbeing.
 - Emotional and psychological bullying can be detrimental and/or exacerbate one’s existing Mental Health, especially if repeated, thus making the person anxious to run a marathon in case they are subjected to further emotional or psychological bullying by another.
 - Emotional and Psychological Bullying has no place in the 100 Marathon Club U.K. and any breaches of this kind will be treated seriously.

Physical:

- Pushing, kicking, hitting, spitting, grabbing, deliberately tripping someone. Attempting or utilising physical violence both constitute bullying.
 - Any threats of physical abuse, or any form of physical abuse displayed before/during or after a race. E.g. pushing, shoving someone during a race, with the intent of stopping one runner to overtake another runner, thus resulting one runner being tripped.
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- The 100 Marathon Club recognises that not all runners may not get along, however, it is expected by all of its members to treat everyone with dignity and respect and not resolve into any physical bullying or/and any physical altercation before, during or/and after a marathon.
 - Physical bullying has no place in the Club and any incidents of this nature will be dealt seriously and as a serious case of Gross Misconduct.

Racist:

- Racial taunts: derogatory, xenophobic or/and prejudiced comments.
- This may or may not be viewed as a banter at first by both parties, however the minute the recipient states that it is no longer a banter or a joke, this should be stopped by the person who is making the comments.
- Gesturing or/and imitating monkey chanting, poking fun of someone's ethnic/cultural background, accent or/and religious background or any other protected characteristic.
 - The 100 Marathon Club U.K. is an all-inclusive running club and recognises all of its members from all countries and does not discriminate on the basis of a runner's race, ethnicity, culture, nationality or any other distinctive racial or ethnic characteristic that define and distinguish one person from another: e.g. religion, language, race, colour of the skin.
 - Any incidents of a racist behaviour will be treated as a serious case of Gross Misconduct.

Sexist:

- Chauvinistic, homophobic, trans-phobic, gender-phobic, name-calling that aims to insult, abuse and demean another person's choice of sexuality or gender reassignment.
- Sexual bullying is a behaviour, physical or non-physical, where sexuality or gender is used as a weapon against another. Sexual bullying is any behaviour which degrades someone, singles someone out by the use of sexual language, gestures or violence, and victimising someone for their appearance. Sexual bullying is also pressure to act promiscuously and to act in a way that makes others uncomfortable.
 - The 100 Marathon Club recognises all of its members and does not discriminate on one's sexual orientation, gender, gender reassignment, or/and gender identification.
 - Any incidents of a sexist behaviour will be treated as a serious case of Gross Misconduct

Sexual:

- Unwanted physical contact or sexually abusive/suggestive comments, either in a one-to-one, or/and via text messages, email communication or/and by any other means of communication.
- Sexual bullying may also consist of repeated, harmful, and humiliating actions that target a person sexually. Examples include sexual name-calling, crude comments, vulgar gestures, uninvited touching, sexual propositioning, and pornographic materials. A person might make a crude comment about a runner's appearance, attractiveness, sexual development, or sexual activity
- Inappropriate and uninvited touching without consent, also pressurising someone to do something they do not want to do, using emotional blackmail such as 'you would do this if you loved me' or comparing previous encounters to make someone feel obliged to do something sexual.

- The 100 Marathon Club U.K. recognises that its members may form sexual relationships, however if a relationship ends, and one of the former partners continues to pursue the other partner, by displaying unwanted behaviour through suggestive messages, threats of posting intimate pictures, or talks in a sexually explicit and seductive or demanding manner, thus making the other person uncomfortable, is a form of sexual bullying and, subsequently, harassment.
- Sexist and sexual bullying in all of their forms, and gender stereotyping roles of male and females, transphobic, transgender and homophobic behaviour by a member of the 100 Marathon Club U.K. to another, are unwanted and will be treated as a serious case of Gross Misconduct.

Cyberbullying:

- Cyberbullying is a growing issue. It is the abuse of the Internet, a smartphone, or other electronic technology to harass, threaten, embarrass, stalk by targeting another person or/and one particular group. This is in conjunction with cyber-harassment or cyberstalking.

Examples of cyberbullying include:

- Sending callous texts or Instant Messages (IMs) to someone.
 - Pranking someone's mobile phone.
 - Hacking into someone's social networking profile.
 - Being rude or abusive to someone in their social media account (Facebook, Twitter, Instagram, etc), or on another person's social media account, even if they are blocked and can't see the rude and abusive messages.
 - Spreading secrets or rumours about people online.
 - Pretending to be someone else to spread hurtful messages online.
 - Harassing or threatening someone or sending abusive/sexual messages through Instant Messages (IMs), phone calls, text messages or emails.
 - Posting private or embarrassing photos online or sending them to others
 - Starting a website that rates someone's appearance or popularity.
 - Creating fake Facebook, Instagram or Twitter accounts that ridicule someone.
 - Engaging someone in instant messaging and tricking them into revealing personal information and then forwarding that information to others.
- The 100 Marathon Club U.K. has two (2) official Facebook Pages:
 The 100 Marathon Club for Full and Associate members of the 100 Marathon Club
 and;
 The 100 Marathon Club for Aspiring Members.
 - Its members should not treat these social media accounts as a platform to cyberbully another member of the 100 Marathon Club U.K., the admins of the said Facebook Pages, the Committee of the 100 Marathon Club U.K. or/and defame, or/and bring the 100 Marathon Club U.K. to disrepute.
 - Its members should treat both official Facebook pages with respect and treat everyone equally with the uttermost regard.

- Its members should not post any messages that may relate to one's political ideology (e.g. whether that is about Socialism, or Democracy, Communism, etc), any political affairs (e.g. Brexit), or/and one's religious beliefs, or anything non-related to running.
- The 100 Marathon Club U.K. Facebook pages for Full and Associate Members and for Aspiring members are for running, unless stated other, therefore any non-related posts to running will be deleted.
- The admins of the 100 Marathon Club U.K. Facebook Pages hold the right to delete or/and ban a member if they notice a member abusing the social media platform of the 100 Marathon Club U.K. in a cyberbully way, shape or form.

4. STANDARDS OF BEHAVIOUR

Responsibilities of all Runners.

- a) Act with dignity and display courtesy and good manners towards others,
- b) In no way undermine, put down or belittle other runners, based on any personal characteristics, e.g. age, sex, disability, ethnicity, culture, religion, gender re-assignment, etc.
- c) Avoid swearing and abusive language whilst in running venues that the 100 Marathon Club functions (e.g. AGM) and events, or when as part of a running event,
- d) Never engage in any inappropriate or illegal behaviour,
- e) Challenge and report inappropriate behaviour and language by others,
- f) Act ethically and with integrity, and take responsibility for your actions.

5. BREACH OF THE CODE OF CONDUCT

The 100 Marathon Club Committee will take actions against Members that do not follow the Code of Conduct of the Anti-Bullying and Harassment Policy. These actions will be in the form of:

- a) A verbal warning, or/and written warning,
- b) A Disciplinary Hearing,
- c) A sanction from the 100 Marathon Club, and its Social Media Accounts,
- d) Be suspended from the club; be required to leave the club.

6. RELATED POLICIES & PROCEDURES

- The 100 Marathon Club Code of Conduct
 - <https://www.100marathonclub.org.uk/contents/1633-100-marathon-club-code-ofconduct>
- The 100 Marathon Club U.K. Rules and Constitution (June 2020)
 - <https://www.100marathonclub.org.uk/contents/1043-club-rules-and-constitution-june-2020>
- The 100 Marathon Club U.K. Members Disciplinary Guide:
 - <https://www.100marathonclub.org.uk/news/567-100-marathon-club-members-disciplinary-guideeffective-10th-november-2019>

- The EA Disciplinary and Appeal Process:
 - <https://www.englandathletics.org/clubhub/resource/club-template-discipline-and-appeals-process/>
- U.K. England Athletics: Policies and Procedures.
 - <https://www.uka.org.uk/governance/welfare-and-safeguarding/guidance-documents-and-policy/>
- Anti-Bullying Policy for Clubs
 - <https://www.uka.org.uk/EasysiteWeb/getresource.axd?AssetID=175754&type=full&servicetype=Attachment>
- Code of Conduct for Athletes:
 - <https://www.uka.org.uk/EasysiteWeb/getresource.axd?AssetID=175755&type=full&servicetype=Attachment>
- UKA Complaints Procedure:
 - <https://www.uka.org.uk/EasysiteWeb/getresource.axd?AssetID=176244&type=full&servicetype=Attachment>
- Whistleblowing Policy:
 - <https://www.uka.org.uk/EasysiteWeb/getresource.axd?AssetID=169660&type=full&servicetype=Attachment>
- National Bullying Helpline; advice and tips on how to seek help:
 - <https://www.nationalbullyinghelpline.co.uk>
- Anti-Bullying Alliance:
 - <https://www.anti-bullyingalliance.org.uk>
- NSPCC on Bullying, Signs of Bullying, and support:
 - <https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying/>
- NHS Bullying at Work:
 - <https://www.nhs.uk/conditions/stress-anxiety-depression/bullying-at-work/>
- Bullying U.K. Advice on LGBT Bullying
 - <https://www.bullying.co.uk/general-advice/what-is-homophobic-bullying/>
- Victim Support: Stalking and Harassment.
 - <https://www.victimsupport.org.uk/crime-info/types-crime/stalking-and-harassment>
- People Safe: Stalking and Harassment – Definitions, The Law and How to Get Help:
 - <https://peoplesafe.co.uk/advice/stalking-harassment/>
- Rights of Women: Harassment and the Law
 - <https://rightsofwomen.org.uk/get-information/violence-against-women-and-internationallaw/harassment-and-the-law/>
- Equality Human Rights U.K. on Gender Reassignment Discrimination, Harassment and Victimisation:
 - <https://www.equalityhumanrights.com/en/advice-and-guidance/gender-reassignmentdiscrimination>
- ACAS: Gender Reassignment Discrimination at the Workplace:

- https://archive.acas.org.uk/media/4912/Gender-reassignment-discrimination-key-points-forthe-workplace/pdf/Gender_reassignment_discrimination_Nov.pdf
- Equality Act 2010 on Gender Reassignment
 - <https://www.legislation.gov.uk/ukpga/2010/15/section/7>
- Equality Act 2010 in full:
 - <https://www.legislation.gov.uk/ukpga/2010/15/contents>
- Business in the Community: Racism and Inappropriate Behaviours. The 2019 Race at Work Report, on BAME (Black Asian Minority Ethnic) experience with discrimination, bullying and harassment in the workplace
 - <https://www.bitc.org.uk/wp-content/uploads/2019/10/bitc-race-reportraceatworkcharteroneeyearon-oct2019.pdf>
 - <https://www.bitc.org.uk/wp-content/uploads/2020/06/bitc-toolkit-raceracismandappropriatebehaviours-June20.pdf>
- “What is Bullying and Harassment?” Royal Society of Chemistry.
 - <https://www.youtube.com/watch?v=bZmmp7i9Tsc>
- “What is harassment and abuse in sport?” IOC Media.
 - <https://www.youtube.com/watch?v=ZW1D9SVTOJE>
- “Jake’s Story: Being Bullied; BBC Teach.”
 - <https://www.youtube.com/watch?v=Fi6T4H-SOog>
- “Anti-bullying short film” Bullying U.K.
 - <https://www.youtube.com/watch?v=la1p1jbX9-c>

This policy was approved by the 100 Marathon Club Committee in March 2022

Review Date: March 2026

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