

DANDENONG AGRICULTURAL AND PASTORAL SOCIETY INC.
BULLYING POLICY
31/7/17

Bullying is an 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:

Disparaging remarks	Name Calling
Public criticism	Smirking
Verbal Abuse	Harassment
Written Abuse	Swearing
Threats	Socially excluding people
Shouting	Spreading rumours & innuendo
Sarcasm	Throwing papers down/around
Belittling	

Bullying Resolution Process

1. A bullying complaint must be in writing
2. The Safety Committee of the Dandenong Agricultural & Pastoral Society Inc. (DAPS) will undertake to hear the bullying complaint which will/could include mediation
3. Failure of a Bullying Complaint to be finalised by DAPS the matter must then be referred to VAS Limited.