



SA Barrel Horse Association Inc
– Anti-Bullying, Harassment &
Discrimination Policy



Overview and Purpose

The SA Barrel Horse Association Incorporated (SABHA) wants to ensure that all members, volunteers, officials and spectators associated with SABHA enjoy an environment free from any forms of harassment, bullying, harm or risk of harm.

Bullying, Harassment and Discrimination of any kind is not acceptable within SABHA and complaints related to behavior of this nature (see definition) will be treated as serious and will be dealt with promptly, confidentially and impartially by the SABHA committee or a chosen independent party. Complaints of a serious nature may be referred to Australian Barrel Horse Association (ABHA) No person who lodges a complaint with respect to bullying, harassment or discrimination will be disadvantaged because they have made the complaint.

Scope

This policy applies to any person associated with or attending a SABHA event of SABHA including officials, members, competitors, contractors and spectators.

Definitions of harassment

- Verbal
- Written
- Physical
- Visual

Examples of bullying, discrimination and harassment include

- name calling
- making fun of the person
- spreading rumors about a person
- being consistently critical about a person's performance
- participating in initiation rituals
- violence towards a person
- withholding information that affects someone's performance or job
- high demand on a person and unreasonable deadlines



Reporting

Any incidents of bullying, harassment and discrimination shall be reported to the SABHA committee in writing via email to the SABHA email address (sabarrelhorseassociation@gmail.com). A full investigation will be carried out as per SABHA Complaints policy.

Document Details

Policy owner	SA Barrel Horse Association Incorporated
Approved by	Committee
Effective date	29 September 2023
Updated by	President
Review schedule	At least once every 5 years

Document Change Control

Version	Date	Owner	Approved by	Brief description of change	File reference
1.0	31/01/2023	President	Committee	Draft Policy	
1.1	29/09/2023	President	Committee	Version 1	2023 SABHA Anti-Bullying, Discrimination & Harassment Policy VS1
2.0	07/08/2025	President	Committee	Reviewed VS1	2025 SABHA Anti-Bullying, Discrimination & Harassment Policy VS2