

YIFM / NYFAS ANTI-BULLYING & HARASSMENT POLICY

Young Irish Film Makers

1. Definition and Scope

Bullying is defined as repeated, inappropriate behavior—whether verbal, psychological, or physical—conducted by an individual or group against another, which undermines a person's right to dignity. At YIFM, we recognize that bullying is not just "child's play"; it is a serious violation of our community standards.

Forms of Bullying include, but are not limited to:

- **Verbal:** Name-calling, derogatory remarks, taunting, or harmful sexual comments.
- **Social/Relational:** Systematic exclusion, malicious gossip, or attempting to damage an individual's reputation or professional standing.
- **Physical:** Unwanted physical contact, intimidation, or interference with personal property.
- **Cyberbullying:** The use of digital platforms (text, social media, or forums) to harass, share private information without consent, or distribute harmful content intended to humiliate.

2. Policy Statement

The staff and volunteers at Young Irish Film Makers are committed to maintaining a professional, safe, and inclusive environment. Every participant has the right to work and create in a space free from harassment and abusive behavior. **Bullying in any form is strictly prohibited.**

3. Aims and Objectives

The primary goal of this policy is to safeguard all participants and foster a culture of accountability.

- **Awareness:** Ensuring all members, staff, and guardians understand the standards of conduct expected at YIFM.
- **Support:** Encouraging a "speak-up" culture where individuals feel empowered to report incidents without fear of retaliation.
- **Resolution:** Establishing clear, fair, and consistent procedures for investigating and addressing grievances.
- **Integration:** Utilising our creative projects and workshops to promote empathy and positive social dynamics.

4. Procedures for Resolution

If an incident of bullying occurs, YIFM will follow a structured process to ensure fairness and safety:

- **Reporting:** Reports can be made by the individual affected or by witnesses. All disclosures will be treated with discretion and sensitivity.
- **Investigation:** A senior staff member will conduct separate interviews with all parties involved. The focus will be on establishing the facts (who, what, when, where, and why) in a calm, professional manner.
- **Support:** We recognize the courage it takes to report misconduct. YIFM will provide ongoing support and assurance to the individual affected, ensuring their needs are prioritized during the resolution process.
- **Intervention:** If it is determined that bullying has occurred, the perpetrator will be required to attend a formal meeting to discuss their behavior and the resulting disciplinary actions.

5. Disciplinary Action

YIFM maintains a **zero-tolerance** stance on persistent or severe harassment.

1. **First Instance:** The individual will be formally cautioned, and the behavior must cease immediately. Depending on the severity, mediation or a formal apology may be required.
2. **Escalation:** For continued misconduct, or in cases of physical assault, threats, racism, homophobia, or transphobia, YIFM reserves the right to **exclude from all activities for a limited period of time or permanently exclude** the individual from the camp.
3. **Legal Obligations:** Serious incidents involving minors or criminal activity will be referred to **TUSLA** or the **HSE** as required by Irish law.

6. Administration and Review

This policy is a living document, subject to continuous review to meet the evolving needs of our creative community.