



Espoon Ratsastajat Association's Operational Model for Prevention and Intervention of Inappropriate Behavior

Our club maintains a zero-tolerance policy towards any form of unfair treatment, whether directed towards people or animals. We address bullying situations immediately and discuss incidents with those involved. If necessary, we contact the guardians of minors and the police. Our club is a discrimination-free zone.

Espoon Ratsastajat Association is committed to responsible sports activities. The association's responsibility program sets goals and measures for implementing responsible practices. A crucial element of responsible operations and safe sports is ensuring a safe environment. At Espoon Ratsastajat Association, a safe environment is ensured through continuous development of the equestrian culture and teaching/coaching practices, along with preventive measures.

Guidelines related to discrimination, harassment, and intervention are included in the club's equality plan. Additionally, the club's rules and disciplinary regulations address inappropriate behavior, handling of reported misconduct, and related consequences.

The purpose of this document is to provide members with a model for addressing inappropriate behavior within the club's various stakeholders. The model and support materials are based on materials produced by the Population Federation of Finland's "You Are Not Alone" project.

Prevention

Everyone must address inappropriate behavior.

It is essential for prevention that inappropriate behavior is recognized and addressed. Inappropriate behavior can manifest in various forms, situations, and among different groups of stakeholders within sports activities. It's important today to recognize the role of social media in the expression of inappropriate behavior.

WHAT IS INAPPROPRIATE BEHAVIOR / BULLYING?

- Exclusion
- Speaking ill of others
- Continuously offending others

- Inappropriate messages, e.g., on social media
- Non-verbal cues, negative gestures, facial expressions, tone of voice, and looks
- Ignoring someone and not speaking to them
- Spreading rumors without knowing if they are true or distorting what someone said
- Criticizing riding skills
- Abuse of authority, e.g., in coach-student relationships

HOW TO ADDRESS INAPPROPRIATE BEHAVIOR / BULLYING?

- Tell an adult about bullying, preferably face-to-face - Address it promptly and courageously; no one should be bullied
- Take bullying situations seriously
- We do not tolerate harassment or bullying in any situation
- Individuals appointed by the Espoon Ratsastajat Association's board handle the investigation of bullying cases

HOW CAN INAPPROPRIATE BEHAVIOR / BULLYING BE PREVENTED?

- Fair play, cooperation, and team spirit are always maintained at the stable and within the club
- Offer help
- If you experience bullying, speak up courageously
- If you have offended someone, apologize
- Do not bully anyone
- Speak kindly to everyone, consider others' feelings
- Do not spread rumors based on hearsay
- Everyone can be themselves regardless of age or background

CONSEQUENCES OF INAPPROPRIATE BEHAVIOR / BULLYING:

- Every bullying case is investigated
- Each party involved in the incident is heard, and follow-up measures are agreed upon.
- In more serious cases involving minors, parents are contacted.
- Poor behavior may result in temporary suspension from the stable!

What to Do If You Experience Inappropriate Behavior

Talking about encountered violence or harassment is not easy. Sometimes, talking to an external professional anonymously is the best option. Athletes, coaches, and club

officials can contact the "You Are Not Alone" service provided by the Population Federation of Finland for help and answers to questions in problematic situations.

If you encounter harassment or inappropriate behavior at the stable:

- Speak to the nearest responsible adult: riding instructor, coach, stable staff, or contact the club's appointed responsible person for bullying and harassment situations, the club's chairman, or another trusted leader within the club.
- Children and young people can use the Population Federation of Finland's "You Are Not Alone" service, where experts are available to help and answer questions in problematic situations.
- If you feel unable to address the issue within your club, you can contact the Finnish Equestrian Federation. The primary contact for all bullying and harassment situations within the federation is the club service coordinator Kaisa Kähö and Minna Peltonen.

The models and templates used by Espoon Ratsastajat Association are produced by the Population Federation of Finland and include guidelines from the Responsible Sports Community's Safe Environment program.

Operational Model

One important action in preventing inappropriate behavior occurs before joining the club's activities. This involves background checks on recruited individuals. Espoon Ratsastajat Association checks the criminal backgrounds of all instructors and teachers.

A safe hobby environment for children is always the responsibility of adults. Together, let's create a safe operating environment for hobbies and sports!

Club Contacts

In Espoon Ratsastajat Association, the primary contact for issues related to inappropriate behavior and harassment is Elisa Tollet.

Contacts – you can always reach out!

Elisa Tollet 040 3561099

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