



Giant Schnauzer Club

Social Media, Anti-Harassment and Anti-Bullying Policy

1. The objects of the Giant Schnauzer Club (GSC) are to promote and safeguard the interests of the Giant Schnauzer and for the benefit of its members. Membership of the GSC is conditional upon members agreeing to comply with the letter and spirit of the GSC's Code of Ethics. Compliance with the Code of Ethics includes adhering to this policy. Non-members who participate in the GSC's activities and events must also comply with this policy.
2. This policy applies only in relation to events or the other activities of the GSC. Any individual's failure to follow this policy may result in the GSC taking appropriate and proportionate action in respect of that individual.
3. Most, if not all, of the events and activities of the GSC are meant to be enjoyable! All that this policy seeks to ensure is that everyone can enjoy those pursuits, and that everyone who participates treats others with the respect with which people, objectively, wish to be treated themselves.
4. Dog shows and other canine activities involve judges making decisions about the dogs participating. It is the nature of competition that not everyone can win. Whilst the GSC understands that behaviour during events can be competitive, it asks that those participating accept the judge's decisions in a sporting and respectful manner.
5. With that in mind, the GSC will not tolerate harassment or bullying in the context of its events or other activities, including in the use of social media. The GSC adopts the Kennel Club's Code of Conduct, which can be found on its website.
6. Harassment is unwanted conduct affecting others. It may be related to age, sex, race, disability, religion, sexual orientation, nationality or any personal characteristic of the individual, and may be persistent or an isolated incident. The key is that the actions are viewed as demeaning and unacceptable to the recipient. Whilst not an exhaustive list, forms of harassment can include unwanted physical contact, offensive language, gossip or slander, or isolation, non-cooperation or exclusion.
7. Bullying is offensive, intimidating, malicious or insulting behaviour, or an abuse or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient. Examples of actions that could be viewed as bullying include shouting or screaming at any person in public, or embarrassing or humiliating people in front of others, persistent, unfounded criticism, accusations and spreading malicious rumours, victimising a person, or undermining effort, training or promotion without appropriate justification or explanation.
8. Social media can be used positively, but equally messages or posts can fall foul of this policy. Consider whether it is wise to make comment at all. As a rule of thumb, if the content of your message or post would not be acceptable for face to face conversation, over the telephone, or in another medium, it will not be acceptable for a social networking site. Similarly, it may be necessary to take steps to stop others commenting on your posts, or to remove comments, in particular if those comments may amount to harassment or bullying.
9. The GSC takes these matters very seriously. However, malicious complaints of harassment or bullying can have a serious and detrimental effect too. Therefore, any unwarranted allegation of harassment or bullying, made in bad faith, will also be deemed a breach of this policy.
10. If you wish to report a breach of this policy, please contact the secretary of the GSC in the first instance. Contact details can be found on the GSC's website.