



All clubs -
Send ***your*** contributions to
Phil Green 
editor@trv.org.au

TRV News - December 2022

Quote of the day

'Whatever you do, always give 100 per cent... Unless you're donating blood.'

— **Bill Murray**

TRV Council email contacts

President	– Julie Holcombe	president@trv.org.au
Vice President	- John Hopkins	vicepresident@trv.org.au
Secretary	- Janey Preston	secretary@trv.org.au
Councillor	- Paul Allinson	councillor1@trv.org.au
Councillor	- Julie-Ann Mills	councillor2@trv.org.au
Councillor	- Jim Hocking	councillor3@trv.org.au
Councillor	- Ken Hart	councillor4@trv.org.au ??

These are just some fill-ins to use up the space before the end of the page.

Fill-in
Fill-in
Fill-in
Fill-in

President Julie's report for December 2022

Welcome to our final newsletter for 2022, and yet again, another year that gave us some challenges.

Although we are all learning to live with covid, it certainly caused some havoc for clubs and ourselves in running our events. However, we got there in the end and can only hope 2023 can be considered a more normal year.

Firstly I wish to thank everyone that contributed to the running of TRV and our events. Without all the unsung heroes that make things happen, we would not be able to provide such a diverse range of events and leadership. I raise a glass to you all.

I also wish to congratulate all the clubs that were successful in the final round of grants made available to shooting clubs. Oakleigh, Ballarat East, Frankston, Geelong, MISC, Shepparton and TRV were all successful. Our commiserations go to the clubs that missed out. We look forward to seeing all the improvements that these funds provide for each club.

As you all know, ammunition supplies are at an all-time low, and I know how frustrating this is. Stocks are low at the moment, but I am hoping that a new shipment of Eley will be delivered in early Feb. no known time frame for either SK or Lapua products.

My biggest concern going into the new year is attendance rates at shoulder-to-shoulder events, both TRV's and individual clubs.

Covid probably did have a lot to do with this, but we need to get the momentum back to see more shooters at events. We have decided to alter the Master Marksmen program to allow any club that holds a 2-day event to allocate points on each day rather than a 2-day aggregate. Also, points will now be allocated at 11 points for first, going down to 2 points for tenth place and 1 point for all competitors on the day. We must thank Sean Finn of Frankston for making this suggestion to try to help attract shooters to these events, and Council was happy to take this on board.

I must also thank all clubs for taking up marking their own cards for each of our pennants this year. We had a couple of small teething problems, but the year finished well, and feedback has been that it has helped clubs reduce costs for posting cards, and allows scores to be on the website in a much more timely manner. It also means only one person keys in the results, so we do not need to rely on so many section officers throughout the year. Both the changes to the pennants and master marksmen have now been updated in the competition policy, which you can find on the webpage.

As you may be aware, memberships have now been sent to all registered members. If you think you have missed seeing your renewal, please first check your spam mail and if you still do not have it, let our secretary Janey know, and we can resend it. For those without an email address, these have been sent by post.

I wish everyone a safe, happy and enjoyable Christmas and look forward to seeing many of you around the traps in the New Year.

Merry Christmas from myself and all of the TRV Council.

A Further Message From President Julie

STATE COACH

For some time now, we have been operating without a State Coach.

Council has decided, given that we have a number of disciplines, that maybe it is time for a change, rather than expecting that just one person be responsible for coaching all the different positions, and needs of shooters.

With this in mind, we are calling for expressions of interest for the revamped role to become a State Coaching Convenor.

This person will not need to be an accredited coach but adept at asking shooters what areas of coaching are required per discipline or need. For example, shooters may need help with wind reading, cleaning, or maintenance of rifles or equipment, positional shooting, et cetera.

The coaching Convenor would be responsible for organising and sourcing the correct coach or person to help with shooters' needs.

Group training would be a preferred method for most needs.

If you think you have time to help in this area and could organise and coordinate such a role, please contact me, Julie, for further information.

Best Regards Julie
President

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Just A Quote

'Kindness is one thing you can't give away. It always comes back.'

— *George Skolsky*

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F Class Rimfire Rifle

The Western Australian Smallbore Rifle Association has developed a set of rules for F Class rimfire rifle and presented them to Target Rifle Australia for review.

The TRA technical committee has suggested these rules be sent to the states and clubs for a trial period. The objective is to trial the matches and suggested rules to see if they are suitable for our club environment.

F Class is effectively, supported prone rifle.

WASRA has defined three classes:

Sporting Rifle	a standard off-the-shelf rimfire rifle with a maximum of 16 power scope and a maximum total weight including scope, bipod and accessories, of 4.25kg.
Modified	a customised off-the-shelf sporting rifle with unlimited scope and maximum weight including all accessories, of 7.5kg
Open Target Rifle	maximum weight including all accessories, of 8.0kg

If you decide to trial any of these classes and have feedback on the workability of the matches and rules, please send that feedback to:

Dennis Peacock
 TRV Judging Convenor
judging@trv.org.au

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Another Quote

'Flowers grow back even after the harshest winters, you will too.'

— *Jennae Cecilia*

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HANDLING LEAD WITH BARE HANDS

Some studies have found that lead can be absorbed through the skin. You could be exposed if you handle lead ammunition and then touch your eyes, nose, or mouth.

Lead dust can also get on your clothes and your hair. If this happens, it's possible that you may track home some of the lead dust, which may also expose your family to the unwanted lead.

All shooters should wash their hands after touching lead-containing ammunition, after cleaning rifles, when removing lead from the butts, and after using any other equipment that may have been in contact with lead, or lead dust.

SAFETY TIPS

Wear a mask and gloves when removing lead from the Range.

Wear old throw-away clothes or throw-away coveralls.

More information can be found on the E P A website - <https://www.epa.vic.gov.au/>

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And another damn Quote

'Wrinkles should merely indicate where smiles have been

— *Mark Twain*

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Oh, what - Yet another @\$%^@ Quote

'There's no such thing as a small act of kindness. Every act creates a ripple with no logical end.'

— *Scott Adams*

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The Nationals are on in W A at Easter 2023 from Tuesday, 4th to Monday, 10th April 2023

We are asking for members who are going so we can organise our Teams.

10 metre Air Rifle, 50 metre Bench, 50 metre Prone, Three Position. Supported Air rifle Match

Looking forward to hearing from you

Regards

John Hopkins

0409 885 288

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Here's a Quote for the day (is this deja vu?)

'It isn't what we say or think that defines us, but what we do.'

— *Jane Austen, Sense and Sensibility*

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Request for member feedback

The President of the TRA Board has asked the Technical committee to review the supplementary rule relating to Bench Rest rear bags.

Current TRA rule A.24.6 Stock

Rifles may be fitted with a fore-end block not exceeding 76.2 mm (3 inch) in width as measured at 90 degrees to the line of the barrel.

The fore end block must be flat or convex. Any material may be used. (A hand stop rail is permitted). **The width of any part of the stock butt in contact with the rear rest bag shall not exceed 30mm.**

The WRABF Rules state that the rear rest must be a sand-filled bag with no mechanical attachments to the bench or rifle and must not incorporate windage or elevation mechanisms. Further, if the base of the stock is flat, that flat must not exceed 25mm.

Rule A.24.6 has been routinely ignored for a number of years but was enforced at a recent National Championships.

If the current rule A.24.6 is to be enforced. Any shooter using a variant of the BR50 stock, Most of those using ex prone rifles with wooden stocks (depending on where the stock sits in the bag), and most custom bench rest stocks will require modification.

We are requesting feedback on the following questions:

Would you support the option to not change the rule?

Would you support the option to alter the rule to allow wider stocks, and if s, how how wide?

Would you support an option to change the restriction from stock width to bag ear height?

Would you support the option to move to the WRABF rules on rear bags and stock widths?

TRV Council requests feedback from affected members so the technical committee can be advised of the views of Victorian shooters.

Feedback to: Dennis Peacock peacock.dennisa@gmail.com
Julie Holcombe tclapp@bigpond.net.au

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A Ballarat Courier Report On An Old Rifle Range

AN HISTORIC parcel of land in Ballarat's Canadian Forest has been offered for sale - but it comes with some interesting conditions.

The former Commonwealth Government Rifle Range in Canadian was closed and sold off in 2002, after having operated on the site since the 1860s on record, and perhaps for 20 years prior to that according to local histories.

The 38-hectare site was sold by the Department of Defence to local businessman Noel Dobbyn after it closed and has changed hands several times. It now comes up for sale by expressions of interest through Colliers International.

The land first operated as The Canadian Rifle Range in 1860, but there are prizes handed out by the Ballarat East Rifle Club in 1842 which may have been won on the site, according to club members. At any rate, by 1862 the Rifle Rangers militia were using the land to train on, and the Army took control of the

Reproduced with thanks from the Ballarat Courier Regional newspaper

range at Federation, continuing its use through the Boer, First and Second World Wars.

Long-term Friends of Canadian Corridor and Woovookarung member Jeff Rootes (pictured) says that history has left the site heavily contaminated with lead from decades of firearms being discharged. But it is also a site of historic significance to the City of Ballarat.

"In the First World War, the troop trains used to go out the Canadian railway station, and they bivouacked there," Mr Rootes says.

"There's actually trenches in the rifle range where they practised trench warfare. Hand grenades were manufactured at the Ronaldson Tippett factory in town and tested out there."

The FOCC says the range contains complete short and long-range butts, sheds, shelters, and target machinery, and is 'arguably Victoria's finest colonial and imperial rifle range' extant.

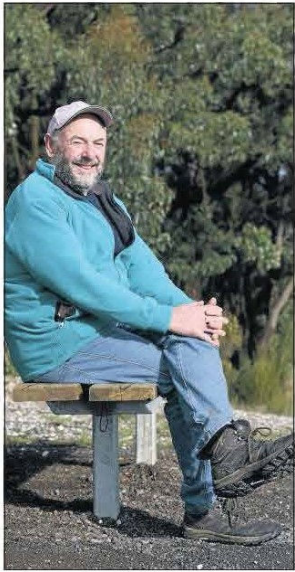
Mr Rootes says the two parcels of land on offer are vastly different. A smaller parcel of industrial land to the west is suitable for development, he says, but the larger block has environmental and developmental restrictions.

There have been negotiations in the past to incorporate the range into the wider Woovookarung Regional Park, with the FOCC arguing there is significant koala habitat, healthy forest and understorey, rare grassy valley forest areas, Yarra gums and rare Australian anchor plants growing on the land.

"This is the business proposal that still sits on the table," Mr Rootes says.

He says previous attempts to have the land rezoned for housing by developers were rejected 'for every reason under the sun.'

"Contamination, bushfire, lack of roads, lack of facilities, vegetation - you name it, it was knocked back for it," he says.



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This word 'Quote', is starting to lose meaning for the Editor 😊

'How wonderful it is that nobody need wait a single moment before starting to improve the world.'

— Anne Frank.

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thanks from the South
Gippsland Sentinel-
Times Regional
newspaper

THERE was a strong crowd at the recent Small Bore Rifle Shooting Master's in Tasmania as local Leongatha shooter Robert Spratt claimed a gold medal.

"Seeing as I was starting to get old and the eyes are starting to go, I went over to bench shooting," Robert said.

"It's still a target rifle but it has a very powerful scope on it, so us blind people that are getting older can still see the target – but the whole lot of us are on equal footing because we are all going blind!"

A then 10-year-old Robert first learnt to shoot on Phillip Island, when the target was rabbits.

"It just went from there. I got involved in the Small-Bore Rifle Club when I was 18, and I've gone right through Target Rifle Victoria Council.

"I enjoy the people. Someone once asked why I chased shooting. I was a dairy farmer for 50-odd years. You go to a dairy farm when things were really bad, and everyone was struggling.

"Whereas when I went shooting – prize shoot or meeting – there was a whole lot of different people from all walks of life. There may be someone who was down but the rest of them would all be up.

"That's one of the reasons I started chasing it and enjoyed it. I travelled the state for a lot of years."

Breaking his academic mother's heart by becoming a dairy farmer at 16, Robert started by milking cows which led to his own 140-acre farm.

"About halfway through my kid's childhood, she said, 'you broke my heart when you came down here, but I am envious of the way you can bring your kids up', because of the farm life."

"When the kids became teenagers, I went and brought a boat. I never had to worry where my kids were, I had everyone else's kids with me – I hate to think how many kids I taught to water ski."

Supported by his loving wife, Roslyn, Robert recalled one of his favourite memories of her joining him for a shoot.

"She used to shoot – we had her in a pennant team back when she was about eight months pregnant – that was funny. She's always been supportive, but as dairy farmers we decided it was quite easy for one of us to go away and for the

kids to help while the other was away. She would go horse-riding, kayaking, walking and bike riding...”

Only Robert’s daughter followed in his footsteps, securing a position in the Australian team but narrowly missing out on the Olympics in 1996.

“She was shooting air rifle which is very time-consuming to get good at. When she was getting serious, I backed off, I was shooting fairly heavily to start with, but it was getting expensive.

“After the Australian team she gave it away and had kids.

“My son knows how to shoot a rifle and shotgun, but he hasn’t got the competitiveness.”

Whilst juniors must be 12 years old to start shooting in Leongatha, the heavier weapons mean most are around 15 with a decent body to hang onto the rifle.

“We’ve had quite a few young kids through the years (keen on shooting), once they get keen on small bore, hunting goes down the drain.”

And what is Robert’s favourite part...

“The people – I’ve got friends all over Australia and New Zealand because of shooting. I’ve been in the organising committees for years and also got a UIT judge’s licence.

“My favourite memory was the Leongatha team winning the A Grade back in ’96. We cleaned everyone up, we were the best team in the state that year – it was an eight-man team with one cut out.

That was a high point.

“I’ve been in state teams – whether national or just state and I was awarded a life membership to TRV about ten years ago – that blew the socks off me.

“I have a couple of silvers and bronzes, but this is the first gold medal I’ve ever won.”

Spread over two days, Robert secured the Master’s gold on Saturday after winning the 20 metre and following up with two additional fairly well shot rounds on Saturday afternoon and Sunday.

“Once you get over the firearms aspect, it is a mental sport. Both men and women are on equal footing – I’ve been getting my bum kicked by the women for years!” Robert laughed.

“It’s all hand, eye coordination...”

Leongatha Small Bore Rifle Club welcomes new members whether those looking to take up the sport permanently or looking to get it a try, pop along to the Leongatha Recreation Reserve at 8pm on Friday nights.

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Oh, heavens to Betsy (I give up)

'There's only one thing more precious than our time, and that's who we spend it on.'

— *Leo Christopher*

TRV CALENDAR 2023

DATE	EVENT	LOCATION	MM/BM
January			
1	Captain's 1500 Bench Rest Postal		Ends 31 March
1	20M Bench, Prone & Air Bench State Postal Match		Ends 31 March
23	Oakleigh Postal Shoot		Ends 13 March
30	50m Prone Pennant		Ends 7 April
February			
10	Frankston Peninsula air bench meet	Frankston	
11	Frankston Peninsula 50M Bench Rest Prize meet	Frankston	MM/BM
12	Mornington 50M Prone Prize meet	Frankston	MM/BM
11	Online Competition Air Rifle, Prone & Benchrest Rd 1		
12	Online Competition Air Rifle, Prone & Benchrest Rd 1		
25	Online Competition Air Rifle, Prone & Benchrest Rd 1		
26	Online Competition Air Rifle, Prone & Benchrest Rd 1		
25	TRV State Championships Part 1 Prone, Bench, Air & 3P	MISC	
26	TRV State Championships RBA 25m Air Bench & 50m Bench	MISC	
March			
1	Numurkah Postal		Ends 31 May
11	Online Competition 3 Position Matches Rd 2		
12	Online Competition 3 Position Matches Rd 2		
10 - 12	South Australian State Championships (Benchrest Events)	Wingfield	
17	Merv Friend & John Logan Rd 1	Hamilton	
25	Online Competition Air Rifle, Prone & Benchrest Rd 2		
26	Online Competition Air Rifle, Prone & Benchrest Rd 2		
25 - 26	North East Championships & Jim Brock Memorial	Wangaratta	MM/BM
24-26	BISC Open	Brisbane	
April			
1	Presidents 1200 Air & Air Supported		Ends 19 May
3	Warrnambool Dual Range Postal		Ends 30 June
3	TRV 50m Bench Pennant		Ends 12 June
3 - 10	TRA National Championships	Perth	
8	Online Competition Air Rifle, Prone & Benchrest Rd 3		
9	Online Competition Air Rifle, Prone & Benchrest Rd 3		
21	Merv Friend & John Logan Rd 2	Lake Gilllear	
22	Coastal Classic 90m & 50m competition	Lake Gilllear	MM/BM
23	Warrnambool 600	Lake Gilllear	MM/BM
21-23	Shooting Australia event Adelaide Grand Prix	Wingfield SA	
29	Online Competition Air Rifle, Prone & Benchrest Rd 3		
30	Online Competition Air Rifle, Prone & Benchrest Rd 3		
May			
13 - 15	South Australian State Championships (ISSF Events)	Wingfield	
1	Shepparton Postal competition		Ends 14 July
6-7	Triple Crown	Frankston	
6	Warren Potent/Graham Lawler Rd 1	MISC	
13	Online Competition 3 Position Matches Rd 4		
14	Online Competition 3 Position Matches Rd 4		
20-21	MISC Anniversary Shoot	MISC	MM/BM

26	Merv Friend & John Logan Rd 3	Portland	
27	Online Competition Air Rifle, Prone & Benchrest Rd 4		
28	Online Competition Air Rifle, Prone & Benchrest Rd 4		
June			
3	Warren Potent/Graham Lawler Rd 2	MISC	
9-11	North West Victorian Championships	Mildura	
10	Online Competition Air Rifle, Prone & Benchrest Rd 5		
11	Online Competition Air Rifle, Prone & Benchrest Rd 5		
12	TRV 20m Prone Pennant		Ends 16 Sept
15-18	BISC Grand Prix	Brisbane	
16	Merv Friend & John Logan Rd 4	Hamilton	
Tba	TRV Congress	Ballarat	
24	Online Competition Air Rifle, Prone & Benchrest Rd 5		
25	Online Competition Air Rifle, Prone & Benchrest Rd 5		
July			
1	Warren Potent/Graham Lawler Rd 3	MISC	
8	Online Competition 3 Position Matches Rd 6		
9	Online Competition 3 Position Matches Rd 6		
17	10m Air Rifle & Air Supported Pennant		Ends 19 Sept
10	Lancefield 600 Postal Competition		Ends 15 Sept
14	Merv Friend & John Logan Rd 5	Lake Gilliear	
14-16	BISC Cup		
22	Portland Prize Annual 50m Prize Meeting	Portland	MM/BM
23	Merv Friend 50m '600' Championship	Portland	Over 2 days
29	Online Competition Air Rifle, Prone & Benchrest Rd 6		
30	Online Competition Air Rifle, Prone & Benchrest Rd 6		
August			
11	Merv Friend & John Logan Rd 6	Portland	
5	Warren Potent/Graham Lawler Rd 4	MISC	
12	Online Competition Air Rifle, Prone & Benchrest Rd 7		
13	Online Competition Air Rifle, Prone & Benchrest Rd 7		
12-13	Benchrest Cup	Wingfield SA	
12-13	Shepparton Annual Prize Meeting	Shepparton	MM/BM
26	Online Competition Air Rifle, Prone & Benchrest Rd 7		
27	Online Competition Air Rifle, Prone & Benchrest Rd 7		
28	Camberwell 600 postal		Ends 10 Nov
September			
1			Ends 25/11
2	Warren Potent/Graham Lawler Rd 5	MISC	
9	Online Competition 3 Position Matches Rd 8		
10	Online Competition 3 Position Matches Rd 8		
22	Merv Friend & John Logan Finals	Hamilton	
15-17	MISC Grand Prix	MISC	
18	TRV 20m Bench Rest Pennant		Ends 23/11
23	Online Competition Air Rifle, Prone & Benchrest Rd 8		
24	Online Competition Air Rifle, Prone & Benchrest Rd 8		
22-24	NSW State Titles	SISC	
29-1Oct	QLD State Titles	BISC	
October			
1	Kyabram Prize Meeting	Kyabram	MM/BM

2	Queensland State Championships		
2	Leongatha 600 Postal Competition		Ends 25 Nov
2	New Zealand Goodwill Cup – 20m handicap Postal		Ends 20 Nov
2	Albert Harbert Junior Handicap – 20m Postal		Ends 20 Nov
2	Commonwealth Ladies Pennant		Ends 20 Nov
2	Lilydale Shield – 10m supported air handicap postal		Ends 20 Nov
7	Online Competition Air Rifle, Prone & Benchrest Rd 9		
8	Online Competition Air Rifle, Prone & Benchrest Rd 9		
7-14	Australian Masters	Wingfield SA	
26-28	Adelaide Grand Prix	Wingfield SA	
28	Online Competition Air Rifle, Prone & Benchrest Rd 9		
29	Online Competition Air Rifle, Prone & Benchrest Rd 9		
November			
1	North West Victorian Postal	Mildura	Ends 14 Jan, 2023
5	City of Melbourne 50m Teams Championship	MISC	
11	Online Competition 3 Position Matches Rd 10		
12	Online Competition 3 Position Matches Rd 10		
18-19	Tasmanian State Championships – Devil’s Gate	Sheffield	
25	Online Competition Air Rifle, Prone & Benchrest Rd 10		
26	Online Competition Air Rifle, Prone & Benchrest Rd 10		
December			
2 - 3	TRV State Championships Part 2 20M & 90M Prone & BR, Dual Range, ch of ch	Stawell	

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All shooters should be aware that .22 stock is very low. In some products, only a couple of bricks. We hope to see a new delivery of Eley in early Feb next year; fingers crossed.

Ammunition for sale to TRV Clubs and Members

Prices valid from Dec 2nd, 2022 All prices include GST		5000	500	50
Eley	Tenex	SOLD OUT		
	Match	SOLD OUT		
	Team	SOLD OUT		
	Club	1,100.00	120.00	13.00
	Sport	SOLD OUT		
	Standard	730.00	78.00	
RWS	R50 & R100 & Special Match			
	Geco	795.00	82.00	8.50

Lapua	Midas Plus	3,100.00	320. 00	33. 00
	Centre X	2,350.00	245. 00	26. 00
SK	Long Range	1,450.00	155. 00	16. 00
	Rifle Match	1,350.00	145. 00	15. 00
Air Pellets				
Eley	4.49 Tenex Air	310.00 / 5400	26.0 0 / 450	
QYS	4.49 Olympic		18.0 0 / 200	
	Match 4.49		13.0 0 / 200	
	Match 4.50		13.0 0 / 200	
a	Olympi Domed Heavy 8.44		16.0 0 / 500	
	Domed Middle 7.87		16.0 0 / 500	
	Match Heavy 4.5		16.0 0 / 500	
	Match Middle 4.5		16.0 0 / 500	
	Pistol		16.0 0 / 500	
RWS	4.49 & 4.50 R10 – 4.48,	195.00/5000	20.0 0 / 500	
	Meisterkugeln	145.00 / 5000	15.0 0 / 500	
	Superdome	190.00 / 5000	19.5 0 / 500	
JSB	– 4.49 & 4.50 Match Blue		21.0 0 / 500	
	Exact 7.33, 7.87, 8.44 & 10.34	205.00 / 5000	21.0 0 / 500	

Enquiries and Orders to Julie Holcombe, TRV Ammunition Steward
5568 2291
Phone: / 0423 140 804 / g.au
ammunition@trv.or

Deliveries can be arranged to most prize meetings, Warren Potent Matches and Council Meetings if orders are placed by the prior Wednesday evening

2022

Michael Davis



Look back at 2022

Firstly, I would like to thank TRV for the support and assistance they have provided me over the past year, assisting me to attend so many important international competitions, increasing my confidence and experience.

In February/March I travelled with the Australia Team to the World Cup in Cairo, Egypt. A new range literally in the middle of the desert 70km east of Cairo, unfortunately this trip mean I missed the Victorian state championship.

In April I headed to the National Championships in Brisbane.

In May/June it was off to Europe. It started with a training camp in Pilsen, Czech Republic along with some local competitions, then on to Suhl, Germany for the Junior World Cup. Back to Pilsen for more training. Then off to the World Cup in Baku, Azerbaijan where Jack Rossiter, Dane Sampson and myself brought home the silver medal in 10m Air Rifle teams' event.

In July I went to Changwon, Korea for World Cup where again Jack, Dane and myself were able to secure a bronze medal this time in the 50m 3P teams' event.

October I was back to Cairo for the World Championships.



*World Cup - Changwon, Korea
Bronze Medal - Men's 3P Teams Event*



*World Cup - Baku, Azerbaijan
Silver Medal - Men's 10m Air Rifle Teams Event*

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How Is It Possible That Bullying & Harassment In Sport Persists Today?



NOVEMBER 21, 2022

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Sport has the power to unite communities and bring people together through passion and enthusiasm. But when does passion cross over a line and be classified as bullying or harassment in sport? How does it creep in our sporting environments seemingly without being noticed earlier? How, given how aware we all are about bullying and harassment, does it continue to exist in sport?

In this article we take a deeper look into:

- Why bullying and harassment continues to be an issue
- Whether success, power and influence is a factor
- The importance of identifying questionable behaviours; and
- The obligations of sporting clubs and organisations in relation to bullying and harassment.

We Don't Have Those Problems In Our Sport

It is important to acknowledge that it is not always easy for sporting clubs, organisations and associations to identify inappropriate behaviours, as not all situations arise from ignorance.

Typically, anyone in a position of responsibility is alert to the commonly known behaviours. However, perhaps more realistically, we should also be aware that these

behaviours can creep in over time, evolving from behaviours that may not immediately stand out as inappropriate.

This is one example of why, when a bullying or harassment case in the sports world comes to the attention of the media, we hear statements from individuals, clubs and organisations saying they were unaware of the bullying or harassment alleged.

The Behaviours In Question

Consider how these behaviours, classified as bullying or harassment, appear in your sports environment, or some of which may evolve into these behaviours over time:

- Intimidating
- Coercing
- Targeting
- Inappropriate comments
- Threatening language
- Threatening actions
- Gaslighting
- Lodging unfounded complaints against another person
- Exclusionary behaviour

These inappropriate behaviours can occur between coaches, athletes, members, administrators, officials, spectators, and Board members.

Of course identifying these behaviours and managing them effectively is the first step in being able to stamp them out. But why do these behaviours appear?

Success, Power and Influence as a Factor

Historically, and in some sporting segments, even still today, aggression is a behaviour that is viewed as a part of the sporting ethos. This is where pressure and heightened language and shouting is considered 'par for the course'.

Behaviours that bully and harass are very different to enthusiasm, and often involve weaker and vulnerable athletes being singled out for abuse.

Where there is success and power, there is significant influence. Individuals and organisations that carry significant success and power are often the most difficult to challenge, though they also have the most to lose. Allowing aggressive behaviours to continue poses a massive threat to even the most well-respected, high-level sporting organisations.

These are not issues that organisations can turn a blind eye to, or pick and choose which circumstances they will act upon. However, success, power and influence are not the only ways in which bullying or harassment can be overlooked.

Other Factors

Competitiveness, culture & high performance tactics can be factors too. Here are some circumstances where bullying may be overt or go unnoticed:

- To avoid missing out on selection for a team, individuals may target someone simply because they see them as a threat.

- When a tradition or ritual is culturally accepted, but would be considered coercive or exclusionary.
- Where certain inappropriate language is socially accepted but is in fact, discriminatory.
- Jokes, quips and banter collectively considered playful and harmless when in fact, is belittling.
- A coach commanding more from an athlete's performance is perceived as motivating, but is instead, harassment, due to language, tone and body language used in message delivery.

When a person within the organisation is a target of these behaviours, they become vulnerable. In some circumstances, being on the receiving end of these behaviours can affect their mental health. It wouldn't be a stretch to say that in some circumstances, this can trigger subsequent reactions, sometimes even warranting long term recovery.

Prevention of Bullying & Harassment in Sports

Some behaviours may be disguised as passion or enthusiasm, though it is required of sporting organisations, as people in power, to be able to critically identify and challenge these behaviours. This creates a culture where it is understood that such behaviour is not tolerated, and when it is observed, it is immediately reported, investigated and there is punishment, if necessary.

This educates staff, coaches, administrators, parents and families on the expected standards and that adhering is non-negotiable. This is what creating a strong, positive culture is about.

Central are the policies and practices in place within sporting clubs, organisations and associations. For policies to be well followed, they must first be well written and well known throughout your community or organisation.

To do this, strong education campaigns are crucial in creating and embodying a culture of zero tolerance for inappropriate behaviour. Essential too is highlighting some of these behaviours that are less easily identified for what they are. These campaigns and practices should be run by suitably trained people, and should be held in meetings and through communications, to all members of your organisation, especially anyone in a leadership, administration, coaching or similar role.

In addition to policies, everyone must also be aware of the complaints and investigation process.

It is crucial that the complaints and investigations process is highly accessible. This means having the right people in the right roles, especially the complaints officer (who should have specific training for the role), having an easily located complaints form and process, and non-judgement in receiving the complaint. There should be an independent third-party to oversee or facilitate the investigation process, with a genuine attempt to follow through the process and be of genuine support.

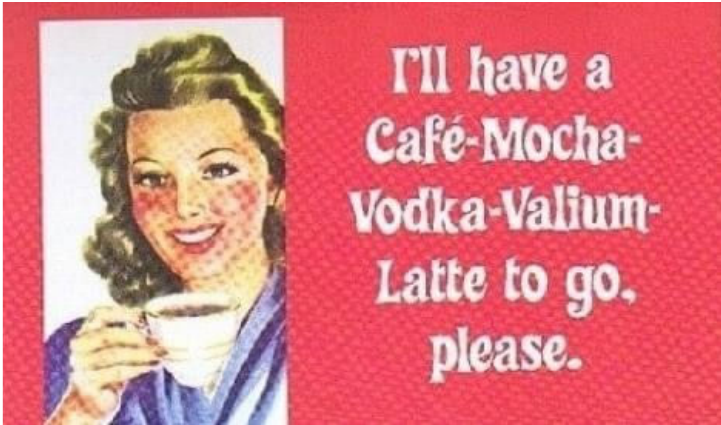
If not dealt with appropriately, a complaint of bullying or harassment will very likely result in significant negative financial and reputation outcomes for the club, organisation or association involved. There is also the additional risk of being liable if the process followed is found to be negligent or discriminatory. And, there are criminal charges that

can come into play for failure to follow the correct processes. For example, failing to report genuine concerns or suspicions of abuse involving a child, is a criminal offence. Genuine inclusivity in sport is at risk when behaviours such as bullying and harassment are allowed to exist within our communities. There is an obligation for organisations to identify, challenge and put processes and policies in place to avoid significant risks for everyone involved. For clubs, organisations and associations, getting early legal advice is important.

As people heavily involved in sports, we are all alert to the issues that clubs and organisations are facing, and bullying and harassment is still occurring in today's sport. It is not only the historical behaviours that are coming to light. The current Hawthorn Football Club investigation in the AFL into allegations of racism and inappropriate behaviour by senior staff is such an example.

So when we ask the question 'How is it possible that bullying and harassment in sports persists?'. The answer is that it is the behaviour that we all walk past, that we accept. While it may be difficult to confront the accepted behaviours within your sporting community, especially those that are seen to produce wins and results, ultimately as decision-makers, you need to ensure you're adequately protecting everyone involved in your community or organisation, or risk facing a multitude of legal, financial, and reputational consequences.

* * * * *

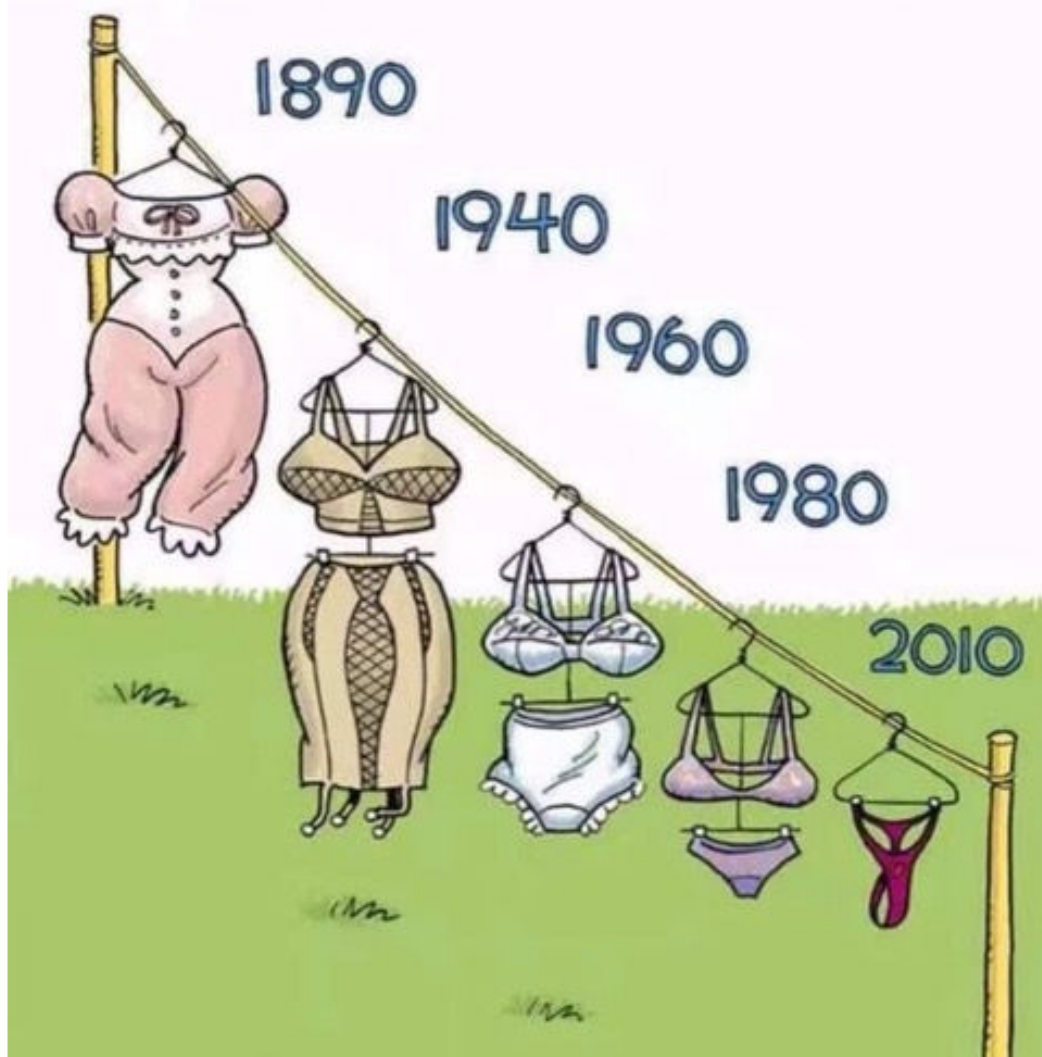


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"It's just a simple little operation, but we want you to pay now."

TEENAGER FOR SALE.
FULLY EQUIPPED WITH
ROLLING EYES, DEEP
SIGHS, AND SARCASTIC
COMMENTS. PLAYS VIDEOS
GAMES AND TEXTS 200
WPM. NO REASONABLE
OFFER WILL BE REFUSED.

DEFINITIVE PROOF OF GLOBAL WARMING



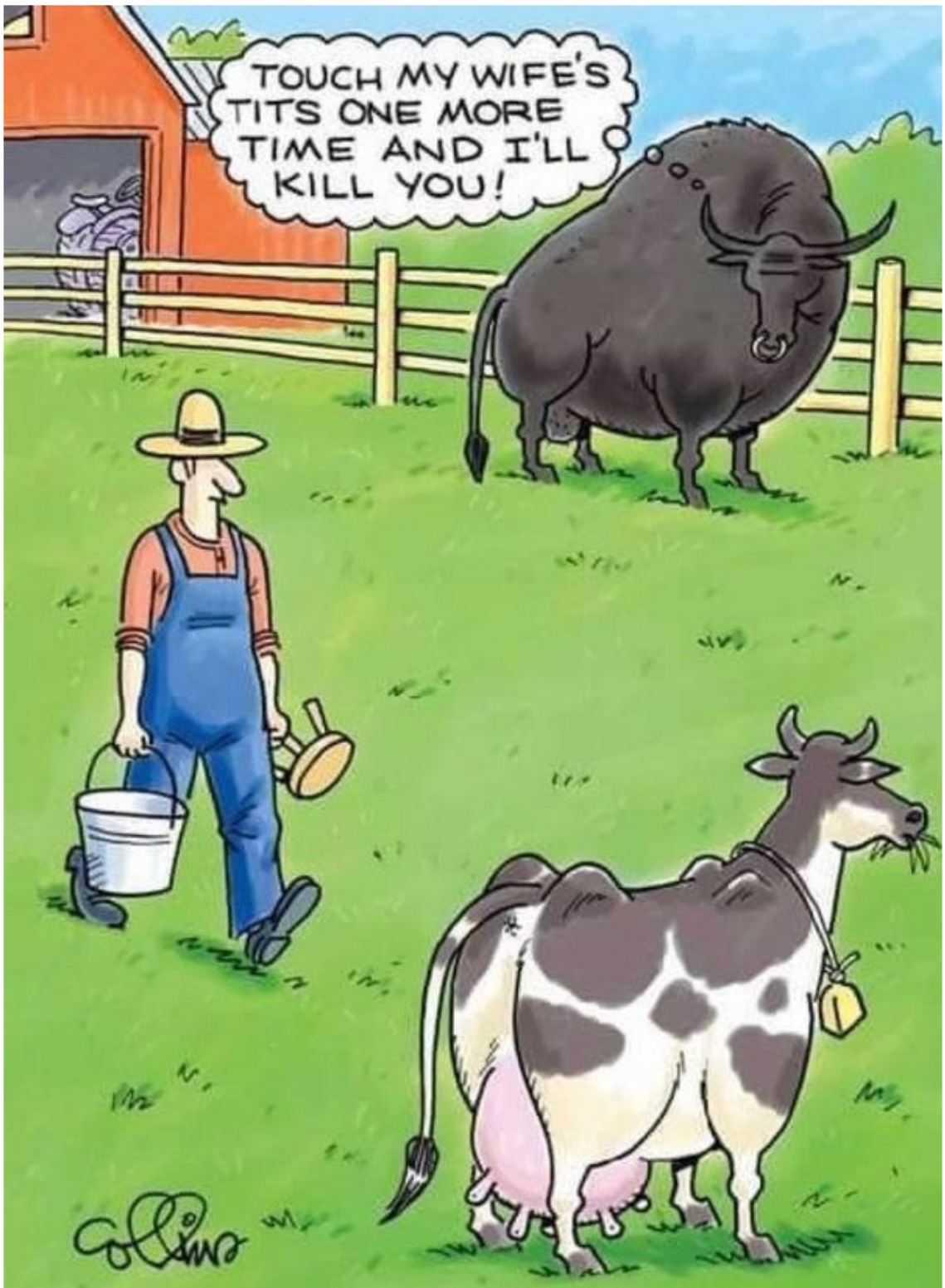
Everyone was seated around the table as the food was being served. When little Johnny received his plate, he started eating straight away.

"Jonny, wait until we've said our prayer," his mother reminded him.

"I don't have to." – the little boy replied.

"Of course you do." – his mother insisted. "We say a prayer before eating at our house."

"That's at our house," Johnny explained, "but this is Grandma's house and she knows how to cook."





Darling, did you know
a recent study has found that
women who carry a little extra
weight live longer than the men
who mention it?

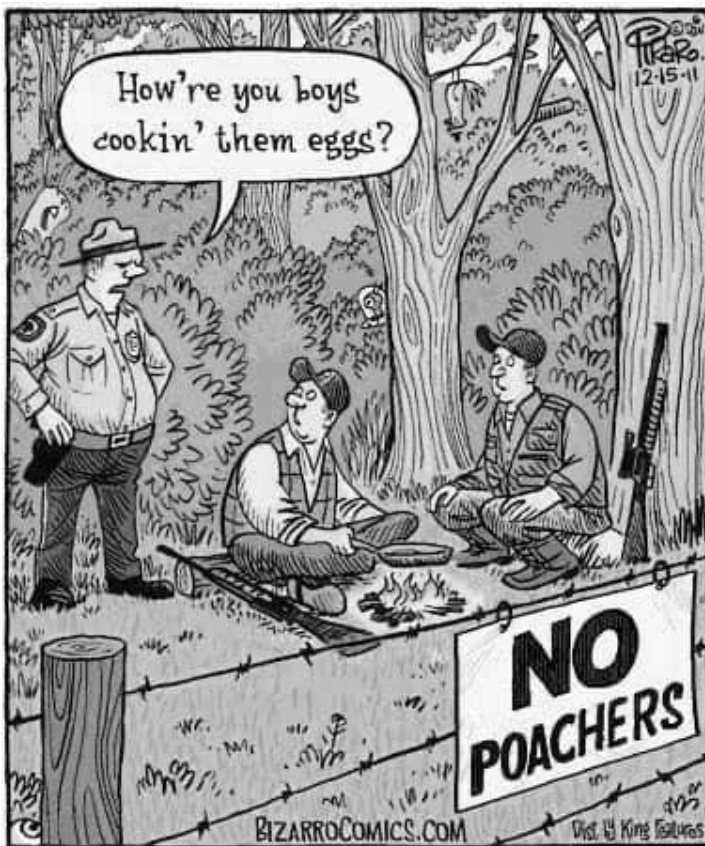




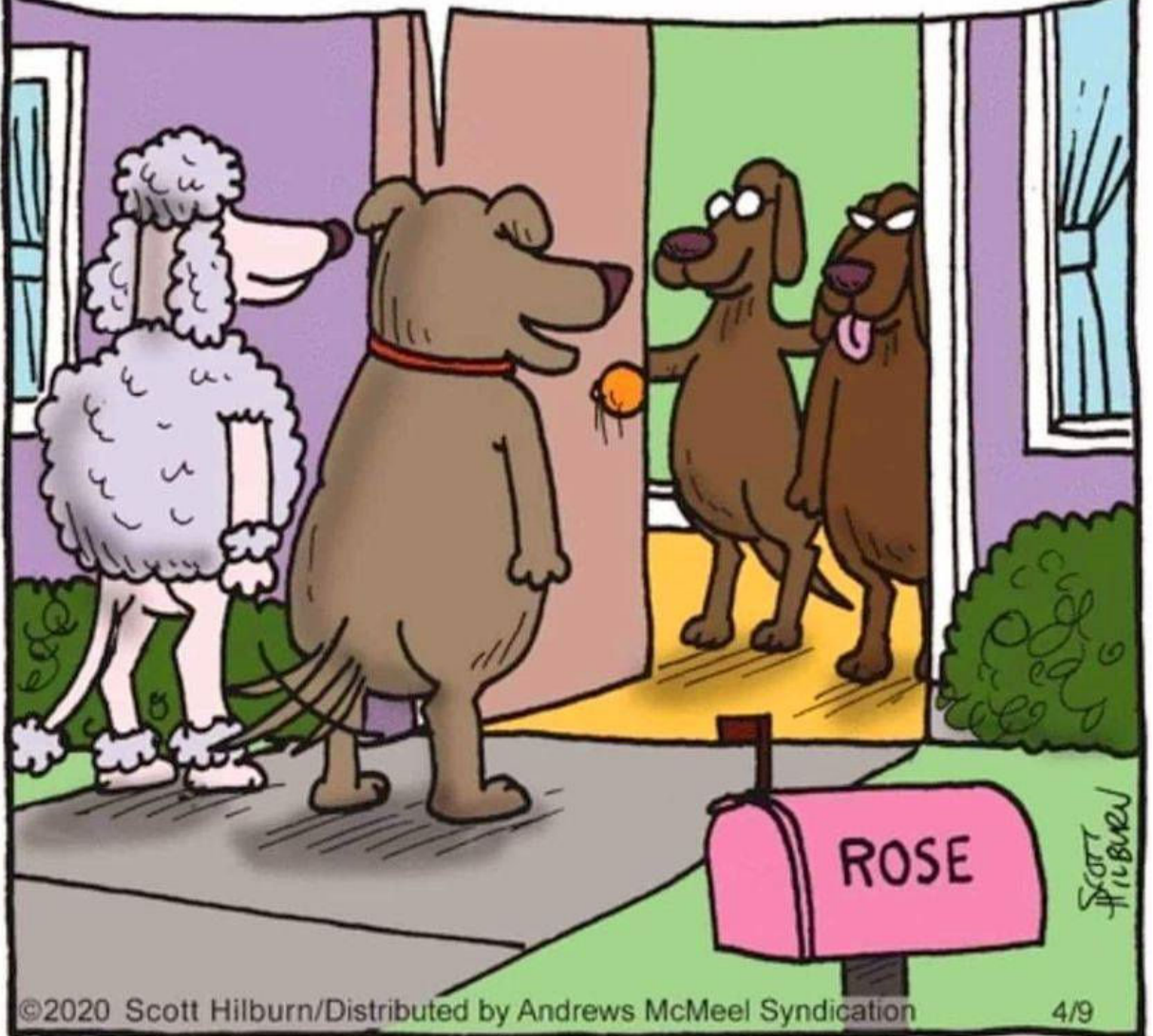
We'd like to talk to you about cheeses.

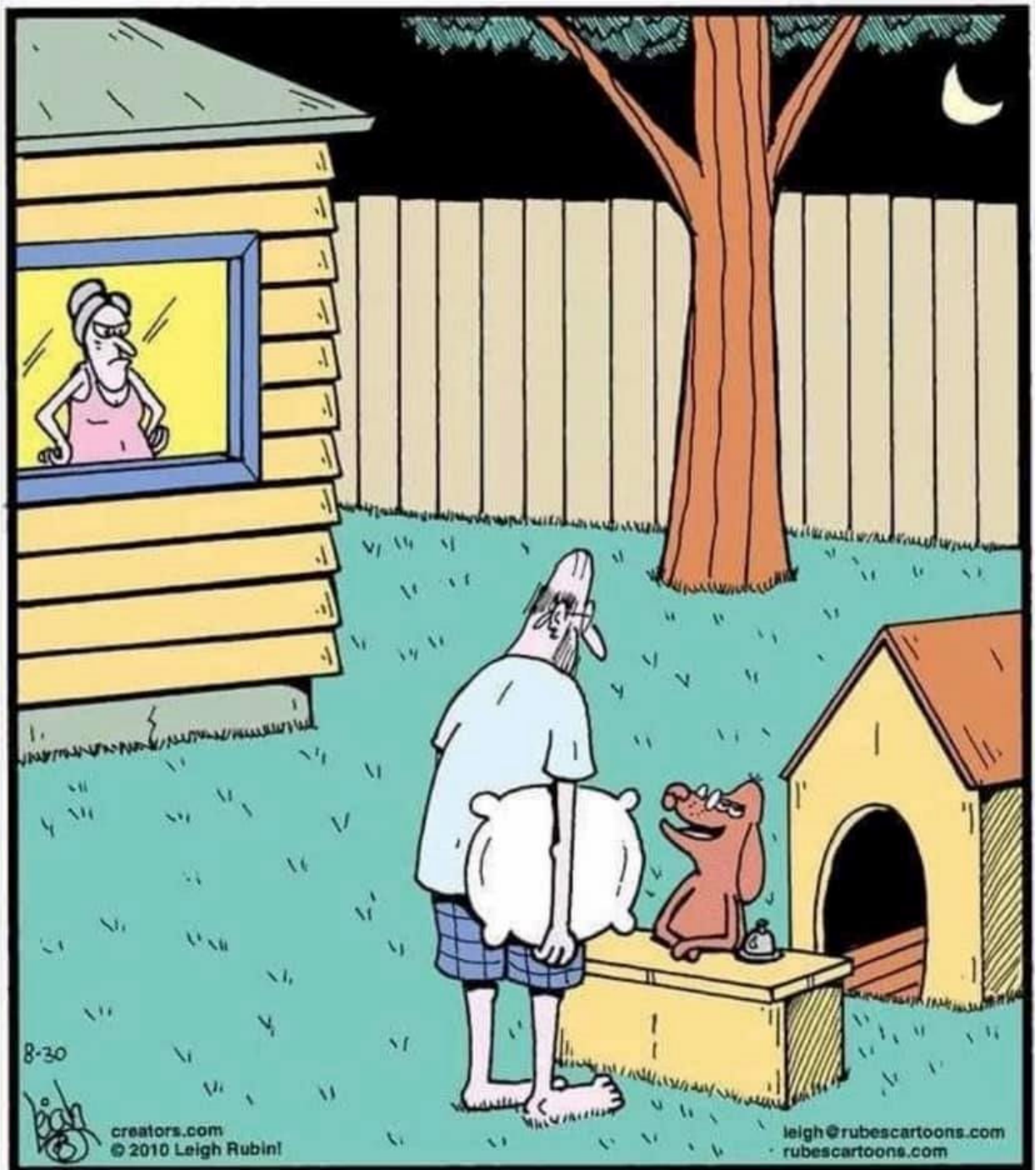


Church Mice.



WE WERE DRIVING BY WHEN CHERYL SAID, "LIFE'S SHORT. LET'S STOP AND SMELL THE ROSES." SO, HERE WE ARE!





8-30



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leigh@rubescartoons.com
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"Welcome back, sir. Are you planning on being our guest for one night only, or will this be your usual extended stay?"



“After I introduce you to solids, I’m going to need your help with some computer stuff.”



All of the other reindeer used to
laugh and call him names.

*Phil, the newsletter editor, and on behalf of TRV wishes you
all a wonderful, happy, safe, and prosperous Christmas and
New Year.*