

SEXUAL HARASSMENT POLICY

Introduction

Welshman's Reef Water Sports Club Inc. (WRWSC Inc.) recognises it is the right of every member contractor/employee, visitor and volunteer to be able to enjoy the Club/Park attend to work and to perform their duties without being subjected to any form of sexual harassment.

Equally, it is the obligation and responsibility of every member contractor/employee, volunteer and visitor to ensure that the workplace is free from sexual harassment.

WRWSC Inc. is fully committed to its obligations to eliminate sexual harassment in the club/Park.

Definitions

The Code of Practice on Sexual Harassment issued by the Human Rights and Equal Opportunity Commission defines sexual harassment as:

"An unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which makes a person feel offended, humiliated or intimidated, and where that reaction is reasonable in the circumstances."

The General Principles relating to Sexual Harassment are as follows:

- Sexual harassment can involve physical, visual, verbal or non-verbal conduct of a sexual nature which is uninvited and unwelcome;
- Sexual harassment is a legally recognised form of sex discrimination; and,
- Sexual harassment can be a breach of an employer's duty to take reasonable care for the health and safety of employees.

Sexual harassment can take various forms. It can involve behaviour which:

- Is accompanied by a direct or implied threat, benefit or promise;
- Creates a sexually permeated or hostile working environment; and/or,
- Could also be an offence under the criminal law (for example, physical assault, indecent exposure, sexual assault, stalking or obscene communications).

Sexual harassment is not sexual interaction, flirtation, attraction or friendship that is invited, mutual, consensual and reciprocated.

Policy

WRWSC Inc. will not tolerate sexual harassment under any circumstances. Responsibility lies with the Committee of Management, members, contractors/employees and the general public to ensure that sexual harassment does not occur.

Both federal and state Equal Employment Opportunity legislation provide that sexual harassment is unlawful.

WRWSC Inc considers that legislative obligations under the Acts establish minimum standards of behaviour for all members, contractors/employees and the general public.

The principles set out in this policy are intended to apply to any work-related context, including volunteers, sporting events, social events and any Club related activities.

No employee, club member, volunteer or member of the public at any level should subject any other employee, volunteer, member or visitor to any form of sexual harassment.

A breach of this policy will result in disciplinary action. Depending upon the severity of the case, consequences may include apology, counselling, dismissal, or other forms of disciplinary action deemed appropriate.

WRWSC Inc strongly encourages any person who feels they have been sexually harassed to take immediate action, preferably by making it clear that such behaviour is unwelcome and offensive; alternatively, or in addition, reporting the behaviour to Club Officials.

Any reports of sexual harassment will be treated seriously and promptly with sensitivity. Such reports will be treated as completely confidential up to the point where a formal or informal complaint is lodged against a particular person, at which point that person must be notified under the rules of natural justice.

This policy was last ratified by the Committee of Management on....

31st October, 2015