



ANTI-BULLYING & HARASSMENT POLICY

OBJECTIVE

The objective of this policy is to ensure that all members and the Board of Directors are aware of their rights and obligations if they are ever subject to, or witness bullying or harassment in the workplace or club.

The Club treats every allegation of workplace bullying or harassment extremely seriously and will not accept, condone or tolerate bullying or harassment of any kind.

SCOPE

The Club acknowledges, observes and complies with the provisions of the *Anti-Discrimination Act 1977* (NSW), and all other associated State and Federal legislation relating to the subject of bullying and harassment in the workplace.

“Bullying” generally involves excessive use of power over others, creating fear in order to control them. It is usually repeated behaviour that is deliberate, ongoing and unreasonable, and may cause a threat to workplace health and safety.

“Harassment” is defined as a persistent, unwelcome or unwarranted behaviour towards another person. It involves acts that a reasonable person would find offensive. Some common forms of workplace harassment include:

- a) abuse;
- b) gender-based insults or taunting;
- c) homophobic abuse;
- d) displaying homophobic material on a notice board;
- e) indecent exposure (criminal offence);
- f) leering or staring at a person or parts of their body;
- g) making jokes at the expense of a person with a disability;
- h) obscene telephone calls (criminal offence);
- i) persistent requests for a night out where these are rejected;
- j) persistent, unwelcome proposals of marriage;
- k) pornographic or nude posters in the workplace;
- l) asking questions about a person's sex life;
- m) requests for sex where these are unwelcome;
- n) sexual assault (criminal offence);
- o) sexist or racist jokes;



- p) suggestive comments about a person's body or appearance;
- q) tales of sexual performance;
- r) touching a person;
- s) verbal abuse or derogatory comments based on race;
- t) verbal or written abuse directed at a transgender person.

PROCEDURE

Any member who is the subject of bullying or harassment at the club must notify the General Manager, and confirm it in writing, so that an investigation can be conducted and appropriate action taken.

Any member who witnesses another member being subjected to bullying or harassment at the Club must notify the General Manager, and confirm it in writing, so that an investigation can be conducted and appropriate action taken.

BREACH OF POLICY

The Club has a zero tolerance to bullying and harassment.

Any member who breaches this policy, or who makes a false claim of bullying and harassment shall be subject to counselling and/or disciplinary action, which *may* include suspension or termination of membership.