

HARRASSMENT AND DISCRIMINATION

...is not welcome around here

What is harassment?

Harassment is defined as unwelcomed and unreciprocated behaviour.

Generally it is a comment, conduct, or gesture directed toward an individual or group of individuals, which is insulting, intimidating, humiliating, malicious, degrading or offensive.

Unlawful harassment is behaviour that is unwelcomed and unreciprocated and that contravenes the *Anti Discrimination Act*.

Harassment can involve:

Physical:

- Body gestures
- Invasions of personal space
- Shoving/pushing
- Fighting
- Punching
- Kicking
- Slapping
- Unwelcome sexual behaviours or approaches
- Initiations

Verbal:

- Name calling
- Offensive or threatening language
- Slander (mischievous remarks about people not present)
- Using aggressive and intimidating tones when speaking to others
- Inappropriate comments based on someone's age, gender, cultural background, disability or sexual preference

Written or photographic:

- Written notes which contain offensive comments or language
- Graffiti
- Pornographic literature or materials

Know your rights!

What to do:

Step 1 – Ask the person to stop

Give the offending person an opportunity to alter their offending behaviour.

Step 2 – Speak to a club official

If the offending behaviour continues report the matter to a responsible club officer.

Step 3 – Report the matter to a grievance officer

If the matter is not dealt with to your satisfaction speak to your branch/state grievance officer.

All serious breaches of discrimination and harassment (such as sexual abuse) should be reported directly to your state CEO immediately.

Read these policies on the SLSA website www.slsa.com.au - see 'club and member information':

Policy 6.5: Member Safety and Wellbeing
Policy 6.6: Grievance Procedure

Safety First!

