

# **POLICY DOCUMENT #7:2006**

## **HARASSMENT FREE SPORT**

### **POLICY STATEMENT**

The Club is committed to providing an environment free of harassment, where individuals are treated with respect, dignity and fairness. The Club will not tolerate harassing behaviour by any player, coach, volunteer or supporter, and will take disciplinary action against anyone who engages in such behaviour.

### **GUIDING PRINCIPLES**

- Everyone has the right to participate in a sport and recreation environment which is fun, safe and healthy, and to be treated with respect, dignity and fairness.
- Harassment in sport denies participants these rights, can diminish an individual's athletic performance and may impact negatively on their physical and emotional health.
- Harassment in sport is unlawful and is covered by several State and Commonwealth laws which deal specifically with harassing behaviour. In addition, harassment may elicit responses from laws which do not deal directly with harassing behaviour such as civil and criminal assault and battery, occupational safety and health and the Law of Torts relating to negligence and defamation.
- Harassment consists of offensive, abusive, belittling or threatening behaviour directed at a person or group of people because of a particular characteristic or characteristics of that person or group of people.
- Harassment involves behaviour which is unwelcome by those subjected to it, and is the sort of behaviour a reasonable person would recognise as unwelcome.
- Behaviour constituting harassment can take many different forms and may be explicit or implicit, physical, verbal or non-verbal. The major areas of concern are sexual harassment, racial harassment, harassment on the grounds of disability and general abusive behaviour.
- Examples of harassing behaviours include, but are not limited to:
  - abusive behaviour aimed at intimidating someone in a less powerful position.
  - jokes or comments directed at a person's body, looks, age, race, religion, sexual orientation or disability.
  - unwelcome remarks including teasing, name calling or insults.
  - innuendo, suggestive remarks or taunting.
  - homophobic comments and/or behaviours.
  - uninvited touching, kissing, embracing, massaging, staring, leering or ogling.
  - smutty jokes and comments.
  - persistent or intrusive questions about people's private lives.
  - repeated invitations to go out, especially after prior refusal sexual propositions.
  - the use of promises or threats to coerce someone into sexual activity.
  - the creation of a hostile or sexually permeated environment by constant inappropriate references to sexual matters, the display of sexually explicit material (posters, cartoons, graffiti) or by the use of offensive email, faxes, letters or notes.

- Jokes and behaviour which are genuinely enjoyed and consented to by everyone present are not harassment. Sexual interaction or flirtation that is based on mutual attraction or friendship, and which is consensual or invited, is not sexual harassment.
- Verbal motivation of players and constructive criticism delivered in a positive manner and which are not motivated by malice or an intent to offend, abuse, belittle or threaten are not harassment.
- The Club is responsible for taking all reasonable steps to prevent harassment and ensuring its position is widely known through all levels of the Club's activities.
- The Club will ensure that appropriate procedures are in place to handle and investigate harassment complaints through its Complaints and Dispute Resolution policy.
- Club's Disciplinary Action policy will include a range of measures which can be applied in harassment cases depending on the severity of the case. These measures may include a formal apology (verbal or written), counseling, suspension, expulsion or some other form of action including involving relevant authorities if criminal actions are suspected of having taken place.
- The Club's management and officials responsible for implementing this policy will keep confidential the names and details related to harassment allegations, unless disclosure is necessary as part of the disciplinary or corrective process.
- In developing and implementing this policy, the Club has adopted the Harassment Free Sport and Recreation Kit (2002) published by the Department of Sport and Recreation. The Club is also aware of, and will use where appropriate the information on harassment contained in publications relating to the Australian Sports Commission's Anti-harassment in Sport Strategy.

## **DELEGATIONS AND RESPONSIBILITIES**

Inclusion in this Quality Manual provides proof that the Committee has endorsed the Policy. All office bearers, Committee members, coaches, volunteers and members are responsible for ensuring the Club's endorsed policy is promoted and upheld.

## **RELATED CLUB POLICIES**

Safety and Health (#2:2006), Coaches and Volunteers (#4:2006), Codes of Conduct (#6:2006) and Child Protection (#8:2006).

## **RELEVANT EXTERNAL POLICIES, DOCUMENTS AND LEGISLATION**

Commonwealth Sex Discrimination Act 1984

WA Equal Opportunity Act 1984

Commonwealth Racial Discrimination Act 1975

WA Criminal Code (Chapter 11)

Harassment Free Sport and Recreation Kit (2002), Department of Sport and Recreation

([www.dsr.wa.gov.au](http://www.dsr.wa.gov.au))

Anti-harassment in Sport Strategy, Australian Sports Commission ([www.ausport.gov.au](http://www.ausport.gov.au))

"Aussie Sport® Codes of Behaviour", Australian Sports Commission ([www.ausport.gov.au](http://www.ausport.gov.au))