



Surfcoast Longboard Club Inc.

Discrimination and harassment policy

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1. Scope

This policy applies to:

- All volunteers, members, relatives of members, competitors and spectators
- How SURFCOAST LONGBOARD CLUB provides services to members and how it interacts with other members of the public
- SURFCOAST LONGBOARD CLUB social functions

2. Aims

SURFCOAST LONGBOARD CLUB'S vision is to be recognised as "a leading Longboard Club in Victoria"

SURFCOAST LONGBOARD CLUB is committed to providing a safe, flexible and respectful environment for all volunteers, members, relatives of members and spectators free from all forms of discrimination, bullying and sexual harassment.

All SURFCOAST LONGBOARD CLUB members are required to treat others with dignity, courtesy and respect.

By effectively implementing our *Discrimination and harassment policy* we will attract, retain and create a positive environment for members.

3. SURFCOAST LONGBOARD CLUB members rights and responsibilities

All members are entitled to:

- participate free from discrimination, bullying and sexual harassment
- the right to raise issues or to make an enquiry or complaint in a reasonable and respectful manner without being victimised

All members must:

- follow the standards of behaviour outlined in this policy
- offer support to people who experience discrimination, bullying or sexual harassment, including providing information about how to make a complaint
- avoid gossip and respect the confidentiality of complaint resolution procedures
- treat everyone with dignity, courtesy and respect.

3.1 Additional responsibilities of volunteers

Volunteers must also:

- model appropriate standards of behaviour
- take steps to educate and make members aware of their obligations under this policy and the law
- intervene quickly and appropriately when they become aware of inappropriate behaviour
- act fairly to resolve issues and enforce Club behavioural standards, making sure relevant parties are heard
- help members resolve complaints informally
- refer formal complaints about breaches of this policy to any member of the Club Executive for investigation (refer to section 5.1 for contact details)
- ensure members who raise an issue or make a complaint are not victimised

4. Unacceptable conduct

Discrimination, bullying and sexual harassment are unacceptable at SURFCOAST LONGBOARD CLUB and are unlawful under the following legislation:

- *Sex Discrimination Act 1984* (Cth)
- *Racial Discrimination Act 1975* (Cth)
- *Disability Discrimination Act 1992* (Cth)
- *Age Discrimination Act 2004* (Cth)
- *Australian Human Rights Commission Act 1986* (Cth).

Members found to have engaged in such conduct may be counselled, warned or disciplined. Severe or repeated breaches can lead to formal discipline up to and including club expulsion.

4.1 Discrimination

Discrimination is treating, or proposing to treat, someone unfavourably because of a personal characteristic protected by the law, such as sex, age, race or disability.

Discrimination can occur:

Directly, when a person or group is treated less favourably than another person or group in a similar situation because of a personal characteristic protected by law (see list below).

Indirectly, when an unreasonable requirement, condition or practice is imposed that has, or is likely to have, the effect of disadvantaging people with a personal characteristic protected by law (see list below).

Protected personal characteristics under Federal discrimination law include:

- a disability, disease or injury, including work-related injury
- parental status or status as a carer, for example, because they are responsible for caring for children or other family members
- race, colour, descent, national origin, or ethnic background
- age, whether young or old, or because of age in general
- sex
- industrial activity, including being a member of an industrial organisation like a trade union or taking part in industrial activity, or deciding not to join a union
- religion
- pregnancy and breastfeeding
- sexual orientation, intersex status or gender identity, including gay, lesbian, bisexual, transsexual, transgender, queer and heterosexual
- marital status, whether married, divorced, unmarried or in a de facto relationship or same sex relationship
- political opinion
- social origin
- medical record
- an association with someone who has, or is assumed to have, one of these characteristics, such as being the parent of a child with a disability.

It is also against the law to treat someone unfavourably because you assume they have a personal characteristic or may have it at some time in the future.

4.2 Bullying

If someone is being bullied because of a personal characteristic protected by equal opportunity law, it is a form of discrimination.

Bullying can take many forms, including jokes, teasing, nicknames, emails, pictures, text messages, social isolation or ignoring people, or unfair work practices.

Under Federal law, this behaviour does not have to be repeated to be discrimination – it may be a one-off event.

Behaviours that may constitute bullying include:

- sarcasm and other forms of demeaning language
- threats, abuse or shouting
- coercion
- isolation
- inappropriate blaming
- ganging up
- constant unconstructive criticism
- deliberately withholding information or equipment that a person needs to do their job or access their entitlements
- unreasonable refusal of requests for leave, training or other workplace benefits.

Bullying is unacceptable in SURFCOAST LONGBOARD CLUB and may also be against occupational health and safety law.

4.3 Sexual harassment

Sexual harassment is a specific and serious form of harassment. It is unwelcome sexual behaviour, which could be expected to make a person feel offended, humiliated or intimidated. Sexual harassment can be physical, spoken or written. It can include:

- comments about a person's private life or the way they look
- sexually suggestive behaviour, such as leering or staring
- brushing up against someone, touching, fondling or hugging
- sexually suggestive comments or jokes
- displaying offensive screen savers, photos, calendars or objects
- repeated unwanted requests to go out
- requests for sex
- sexually explicit posts on social networking sites
- insults or taunts of a sexual nature
- intrusive questions or statements about a person's private life
- sending sexually explicit emails or text messages
- inappropriate advances on social networking sites
- accessing sexually explicit internet sites
- behaviour that may also be considered to be an offence under criminal law, such as physical assault, indecent exposure, sexual assault, stalking or obscene communications.

Just because someone does not object to inappropriate behaviour in the club at the time, it does not mean that they are consenting to the behaviour.

Sexual harassment is covered when it happens at Club related events or between members outside of club events.

All members have the same rights and responsibilities in relation to sexual harassment.

A single incident is enough to constitute sexual harassment – it doesn't have to be repeated.

All incidents of sexual harassment – no matter how large or small or who is involved – require all members to respond quickly and appropriately.

SURFCOAST LONGBOARD CLUB recognises that comments and behaviour that do not offend one person can offend another. This policy requires all members to respect other people's limits.

4.4 Victimisation

Victimisation is subjecting or threatening to subject someone to a detriment because they have asserted their rights under equal opportunity law, made a complaint, helped someone else make a complaint, or refused to do something because it would be discrimination, sexual harassment or victimisation. Victimisation is against the law.

It is also victimisation to threaten someone (such as a witness) who may be involved in investigating an equal opportunity concern or complaint.

Victimisation is a very serious breach of this policy and is likely (depending on the severity and circumstances) to result in formal discipline against the perpetrator.

SURFCOAST LONGBOARD CLUB has a zero tolerance approach to victimisation.

4.5 Gossip

It is unacceptable for any member at SURFCOAST LONGBOARD CLUB to talk with other members, about any complaint of discrimination or harassment.

Breaching the confidentiality of a formal complaint investigation or inappropriately disclosing personal information is a serious breach of this policy and may lead to formal discipline.

5. Resolving issues at SURFCOAST LONGBOARD CLUB

SURFCOAST LONGBOARD CLUB strongly encourages any member who believes they have been discriminated against, bullied, sexually harassed or victimised to take appropriate action by contacting any member of the Club Executive to convey your grievance. The Club Executive will treat your grievance with complete confidentiality and discuss options to have your grievance heard. This includes, but is not inclusive of:

- discussing the grievance with appointed committee members to hear the grievance,
- discussing the grievance with the aggrieved member and perpetrator to determine the grievance is legitimate,
- where the grievance is legitimate take all reasonable steps to resolve the grievance,
- where the grievance is determine to not be legitimate advise the aggrieved member accordingly.
- where the Club Executive is unable to resolve a grievance or considers the grievance of a serious nature they shall report the grievance to an appointed grievance committee made up of impartial committee members for investigation.

Members who do not feel safe or confident to take such action may seek assistance from **any other club member or office-bearer of the club** for advice and support or action their behalf.

5.1 Club Executive contact details

President	Brian Kuit	0418 521 083
Vice President	Bud White	0411 249 502
Treasurer	Noel Pittaway	0419 139 067
Secretary	Adrian Kennelly	0427 679 041
Contest Director	John Lane	0400 279 392
Women's Representative	Penny Andrews	0408 337 002

6. Other relevant SURFCOAST LONGBOARD CLUB policies

All members are encouraged to read this policy in conjunction with SURFCOAST LONGBOARD CLUB information handbook.

7. More information

If you have a query about this policy or need more information please contact the Club Secretary at surfcoastlongboardclub@westnet.com.au.

9. Review details

This policy was adopted by SURFCOAST LONGBOARD CLUB on [6 May 2019](#)

This policy was last updated on [26 May 2019](#)