



East's FC Sexual Harassment Policy Guidelines

East's FC is committed to ensuring that the working and playing environment is free from sexual harassment, that it will not be tolerated under any circumstances and that swift disciplinary action will be taken against any member, employee (or agent) who breaches the policy.

East's FC aims to:

- *Create a working environment which is free from sexual harassment and where all members of staff and club are treated with dignity, courtesy and respect.*
- *Implement training and awareness raising strategies to ensure that all employees know their rights and responsibilities.*
- *Provide an effective procedure for complaints based on the principles of procedural fairness.³¹*
- *Treat all complaints in a sensitive, fair, timely and confidential manner.*
- *Guarantee protection from any victimisation or reprisals.*
- *Encourage the reporting of behaviour which breaches the sexual harassment policy.*
- *Promote appropriate standards of conduct at all times.*

Definition of Sexual Harassment

Sexual harassment is any unwanted, unwelcome or uninvited behaviour of a sexual nature which makes a person feel humiliated, intimidated or offended. Sexual harassment can take many different forms and may include physical contact, verbal comments, jokes, propositions, the display of offensive material or other behaviour which creates a sexually hostile working environment.

Examples of sexual harassment

The policy covers specific examples of Sexual Harassment, such as:

- uninvited touching..
- uninvited kisses or embraces..
- smutty jokes or comments..
- making promises or threats in return for sexual favours..
- displays of sexually graphic material including posters, pinups, cartoons, graffiti or messages left on notice boards, desks or common areas
- repeated invitations to go out after prior refusal..
- exposing genitals or sexual gestures..
- insults, taunts, teasing or name-calling of a sexual nature..
- staring or leering at a person or at parts of their body..
- unwelcome physical contact such as massaging a person without invitation, deliberately brushing up against them or forcing a person to perform sexual acts
- touching or fiddling with a person's clothing including lifting up skirts or shirts, flicking bra straps, or putting hands in a person's pocket
- requests for sex..
- sexually explicit conversation..
- persistent questions or insinuations about a person's private life..
- offensive phone calls or letters..
- stalking..
- offensive e-mail messages or computer screen savers.

What sexual harassment is not

Sexual harassment is not behaviour which is based on mutual attraction, friendship and respect. If the interaction is consensual, welcome and reciprocated it is not sexual harassment.



Sexual harassment in employment is unlawful under the Sex Discrimination Act 1984(Cth).

Sexual harassment is unlawful, even if perpetrated by a supervisor or manager, co-worker, contractor, service provider, client, or member. Sexual harassment is not just unlawful during working hours or in the workplace itself and not only between co-workers. The behaviour is unlawful in any work-related context, including conferences, work functions, office Christmas parties and business or sporting trips and includes interactions with clients and club members. The behaviour is also unlawful when it occurs away from the workplace but is a culmination or extension of events in the workplace.

Consequences

Depending on the severity of the case, consequences can include an apology, counselling, transfer, dismissal, demotion, rescinding of membership or other forms of disciplinary action. Immediate disciplinary action will be taken against anyone who victimises or retaliates against a person who has complained of sexual harassment.

Contact

For further enquiries regarding this document, please contact gm@eaststfc.com.au. You will be directed to the clubs Member Protection Officer.