



Western Districts Baseball Club Inc



ANTI-HARASSMENT / SEXUAL HARASSMENT POLICY / PROCEDURES

PURPOSE

To ensure that all Committee Members, players, coaches, officials, volunteers and spectators associated with the Western Districts Baseball Club Inc. enjoy an environment free from harassment of any kind including sexual harassment.

POLICY

Harassment of any kind is not acceptable at Western Districts Baseball Club Inc. and complaints related to behaviour of this nature (see definition) will be treated as serious and will be dealt with promptly, confidentially and impartially by the Committee or chosen independent party. No person who lodges a complaint with respect to harassment will be disadvantaged because they have made the complaint.

DEFINITION

Sexual harassment is defined by law and includes requests for sexual favors, sexual advances or other sexual conduct when (1) submission is either explicitly or implicitly a condition affecting employment decisions; (2) the behavior is sufficiently severe or pervasive as to create an intimidating, hostile or repugnant environment; or (3) the behavior persists despite objection by the person to whom the conduct is directed.

CLUB PROCEDURES

- Complaints relating to harassment should be dealt with as most serious and may require the involvement of an independent mediator, or the police in the case of a criminal offence
- Internally, formal complaints should be received by the President (unless the complaint directly concerns the President)
- On receiving a complaint the President will decide whether
 - they are the most appropriate person to receive and handle the complaint;
 - the nature and seriousness of the complaint warrants a formal resolution procedure;
 - to appoint a person to **investigate** (gather more information on) the complaint;
 - to refer the complaint to mediation;
 - to refer the complaint to a hearings tribunal;
 - to refer the matter to the police or other appropriate authority; and/or
 - to implement any interim arrangements that will apply until the complaint process set out in these Procedures is completed.
- Regardless of the process adopted, it will be based on the principles of justice where:
 - Both the complainant and the respondent must know the full details of what is being said against them and have the opportunity to respond
 - Decision maker(s) must be unbiased, fair and just
 - Penalties imposed must be fair