



Waverley Baseball Club

Anti-Harassment Policy

Anti-Harassment / Sexual Harassment Policy / Procedures		Approval Date:	20 Feb 2023
		Review Date:	April 2024
		Version No:	V1.0
President:	Sign:	Name: Andrew Ferguson	
Vice-President:	Sign:	Name: Ryan Stanaway	

PURPOSE

To ensure that all Board Members, players, coaches, officials, volunteers and spectators associated with Waverley Baseball Club enjoy an environment free from harassment of any kind including racial vilification, bullying and sexual harassment.

POLICY

The Australian Human Rights Commission defines and describes harassment as:

“Harassment can be against the law when a person is treated less favourably on the basis of certain personal characteristics, such as race, sex, pregnancy, marital status, breastfeeding, age, disability, sexual orientation, gender identity or intersex status. Some limited exemptions and exceptions apply.

Harassment can include behaviour such as:

- *telling insulting jokes about particular racial groups*
- *sending explicit or sexually suggestive emails or text messages*
- *displaying racially offensive or pornographic posters or screen savers*
- *making derogatory comments or taunts about someone’s race*
- *asking intrusive questions about someone’s personal life, including his or her sex life.*

The law also has specific provisions relating to certain types of harassment.

- *Sexual harassment is any unwanted or unwelcome sexual behaviour where a reasonable person would have anticipated the possibility that the person harassed would feel offended, humiliated or intimidated. It has nothing to do with mutual attraction or consensual behaviour.*
- *Harassment linked to the disability of a person or their associate is against the law.*
- *Offensive behaviour based on racial hatred is against the law. Racial hatred is defined as something done in public that offends, insults, humiliates or intimidates a person or group of people because of their race, colour or national or ethnic origin.”*

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

Any reported incidences of Harassment will be dealt with in accordance with the Club’s Grievance and Resolution Policy

DOCUMENTS

Grievance and Resolution Policy