

SEXUAL HARASSMENT POLICY

Introduction

U3A Bendigo recognises that the sexual harassment provisions in the Equal Opportunity Act 2010 apply to volunteers in the same way as they apply to paid employees.

Purpose

1. The purpose of this policy is to clarify what is meant by sexual harassment and also that this type of harassment can be physical, spoken, or written.
2. This policy applies to all members of U3A Bendigo while engaged in activities undertaken as part of U3A Bendigo activities at U3A Bendigo rooms, or in other venues, or outdoors.

Definition: 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 requests to go out
- requests for sex
- sexually explicit emails, images, text messages or posts on social networking sites

Sexual harassment does not refer to behaviour that is mutually acceptable to the parties involved.

Policy

1. U3A Bendigo supports the rights of individuals to be free from sexual harassment while engaged in activities undertaken as part of their membership with U3A Bendigo.
2. The Committee of Management will take all reasonable steps to eliminate sexual harassment of, or by, volunteers and members.

Principles

1. Consistent with legislation, this policy is based on the philosophy of prevention of discrimination and harassment.
2. Sexual harassment is an unacceptable form of behaviour that causes distress and is contrary to the objectives, rules and standards of U3A Bendigo. It will not be tolerated.

Authorisation :

This policy was adopted by Committee Of Management of U3A Bendigo Incorporated, and minuted as such, on 1st April 2019.