

AUSTRALIAN MASTERS ATHLETICS INC

ANTI-HARASSMENT AND DISCRIMINATION POLICY

POLICY STATEMENT

Australian Masters Athletics (AMA) is committed to providing an environment where competition and other activities are free of harassment and discrimination.

POLICY SUPPORT

Harassment is any behaviour by a person or organisation to whom this Policy applies which is offensive, abusive, belittling or threatening and which is directed at a person or a group of people because of a particular characteristic of that person or group of people. Whether or not the behaviour is Harassment is determined from the point of view of the person receiving the Harassment.

Harassment includes sexual, racial, sexuality and disability harassment and abuse and discrimination.

Sexual Harassment

Sexual harassment includes an unwelcome sexual advance, an unwelcome request for sexual favours or any unwelcome conduct of a sexual nature (including a statement, orally or in writing, of a sexual nature), where the person being harassed felt offended, humiliated or intimidated.

Examples of Sexual Harassment include:

Uninvited touching, kissing, embracing, massaging;

Smutty jokes and comments;

Persistent or intrusive questions about people's private lives;

Repeated invitations to go out, especially after prior refusal;

The use of promises or threats to coerce someone into sexual activity;

The display of sexually explicit material, eg Internet use, computer screen savers, calendars, posters;

Getting undressed in front of others of the opposite sex;

Invading the privacy of others while showering or toileting;

Photographing others while undressing, showering or toileting.

Racial Harassment

Racial Harassment includes harassment based on colour, descent, national or ethnic origin, cultural activity and sometimes religion.

Examples of Racial Harassment include:

Jokes in which race is a significant characteristic of the 'butt' of the joke;

Hostile comments about food eaten, dress or religious or cultural practices;

Inferences that all members of a racial or cultural group have particular negative characteristics, such as laziness, drunkenness, greed or sexual promiscuity;

Parodying accents.

Sexuality Harassment

Sexuality Harassment includes harassment based on actual or assumed homosexuality, heterosexuality, bi-sexuality or tran-sexuality.

Examples of Sexuality Harassment include:

Jokes in which sexuality is a significant characteristic of the 'butt' of the joke;
Hostile comments about assumed sexual practices or social activities;

Disability Harassment

Disability Harassment includes harassment based on physical, mental or psychological disability or harassment of an associate or aide of a person with a disability.

Examples of Disability Harassment include:

Jokes where a particular disability is a significant characteristic of the 'butt' of the joke;
Interfering with a disability aid, (eg hearing aid);
Obstructing a person in a manner that compounds his or her disability, (eg putting obstacles in the path of a person with a vision impairment);
Mocking a person's disability;
Hostility based on assumed AIDS or HIV infection.

Abuse

Abuse may be a form of Harassment. It includes physical and emotional abuse, (eg blackmail, repeated requests or demands, excluding someone or 'bastardisation' practices). It also includes abuse of power in relationships that involve a power disparity e.g. a coach-athlete or SAMA officer-member. People in such positions of power need to be particularly wary not to exploit that power.

Examples of abusive behaviour include:

Bullying and humiliation of athletes by coaches;
Verbal abuse and insults directed by athletes or supporters at opposing participants;
Verbal and/or physical abuse of officials by athletes.

Discrimination

Discrimination is treating or proposing to treat a person less favourably than someone else in certain circumstances on the basis of an attribute or personal characteristic they have.

Discrimination includes direct Discrimination and indirect Discrimination. Indirect Discrimination occurs where a person imposes or intends to impose a requirement, condition or practice which on its face is not discriminatory, but has the effect of discriminating against a person(s) with a particular attribute. Requesting, assisting, instructing, inducing or encouraging another person to engage in Discrimination, is also Discrimination. The applicable attributes or characteristics of discrimination are:

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|---|---------------------------|
| Age | Pregnancy |
| Disability (see also AMA Disability Policy) | Race |
| Marital status | Religious belief/activity |
| Parental/Carer status | Sex or gender |
| Physical features | Sexual orientation |
| Political belief/activity | Transgender orientation |

Discrimination under this Policy is not permitted in:

- Employment (including unpaid employment) by AMA
- The provision of goods and services by AMA
- The selection or otherwise of any person for competition or a team (domestic or international) by or on behalf of AMA
- The entry or otherwise of any person to any competition held or sanctioned by AMA
- Obtaining or retaining membership of AMA

Complaint Resolution

If an officer of AMA receives a complaint and that complaint alleges Harassment or Discrimination, the following action will be taken:

- The person complained about will be notified in writing that a complaint has been made, together with a copy of the written complaint; and
- An attempt will be made to mediate a formal resolution between the complainant and the person complained about.

If an agreed resolution is not reached, the officer, in consultation with the complainant will:

- Refer the Complaint to the full Board of AMA for them to resolve or arbitrate as they see fit; or
- Refer the Complaint to the relevant State authority that administers the relevant law.

Nothing in this Policy prevents the complainant taking action under State or Federal legislation.

Adopted as a Policy of Australian Masters Athletics Inc:

Date: 24 March 2005

President: *Lynne Schickert*

Revisions adopted: 3-4 August 2007