



## Anti Harassment Policy

Oakdale Netball Club aims to provide a sporting environment where all those involved in netball activities are treated with dignity and respect.

Oakdale Netball Club recognises that people cannot participate, enjoy themselves or perform at their best if they are discriminated against, sexually harassed or bullied.

This policy sets out what conduct will constitute discrimination, bullying, sexual harassment and victimization. **Discrimination**

Discrimination occurs when someone is treated unfavourably on the basis of a particular personal characteristic. This is known as direct discrimination.

Discrimination may also be indirect. Indirect discrimination is unreasonably imposing, or proposing to impose a requirement, condition or practice that has or is likely to have the effect of disadvantaging persons with a particular personal characteristic.

In Australia it is against the law to discriminate against someone because of their:

- a. Age
- b. Disability/ impairment (physical, intellectual, mental, or psychiatric)
- c. HIV / AIDs status
- d. Employment activity
- e. Industrial activity / inactivity or membership of an industrial association
- f. Lawful sexual activity / sexual orientation
- g. Gender identity
- h. Transgender, transsexual, or intersex status
- i. Marital or relationship status
- j. Physical features
- k. Political belief or activity
- l. Pregnancy, potential pregnancy, or breastfeeding
- m. Race, colour, descent
- n. National or ethnic origin
- o. Religious belief or activity
- p. Sex or gender
- q. Status as a parent or caregiver
- r. Family responsibilities
- s. Irrelevant criminal conviction
- t. Medical record
- u. Personal association with someone who is identified by reference to any of the above attributes

Unlawful; discrimination may occur in a persons' treatment in their employment or prospective employment; in the provision of goods, services, or facilities; in their access to premises or through their participation in the activities of a club or sport.

Examples of discrimination are available on the Play by the Rules website:

[www.playbytherules.net.au/legal-stuff/discrimination](http://www.playbytherules.net.au/legal-stuff/discrimination)

## **Bullying**

Bullying is repeated, unreasonable behaviour directed towards a person, or a group of persons, that creates a risk to health and safety.

Bullying can be direct or indirect and it can include, but is not limited to, behaviours such as:

- a. Abusive, insulting or offensive language
- b. Intimidating behaviour, for example an attack or threat
- c. Malicious teasing or practical jokes
- d. Displaying offensive material
- e. Excluding or socially isolating
- f. Failure to intervene to stop bullying

## **Sexual Harassment**

Sexual harassment means unwanted, unwelcome or uninvited behaviour of a sexual nature which could reasonably be anticipated to make a person feel humiliated, intimidated or offended.

Sexual harassment can take many forms and may include unwanted physical contact, verbal comments, jokes, propositions, displays of pornographic or offensive material or other behaviour that creates a sexually hostile environment.

Sexual harassment is prohibited regardless of the gender of the parties. A person can complain if she or he is harassed by someone of the same sex.

## **Victimisation**

Means subjecting a person, or threatening to subject a person, to any unfair treatment because that person has or intends to pursue their right to make any complaint, including a complaint under government State or Federal legislation (e.g. anti-discrimination) or under this policy, or for supporting another person to make complaint.

Oakdale Netball Club prohibits all forms of sexual harassment, bullying, discrimination and victimisation.

If any person feels they are being sexually harassed, bullied, discriminated against or victimised by another person or organisation bound by this policy they may make an internal complaint.

The complaint should be made in writing to: [secretary@oakdalenetballclub.com.au](mailto:secretary@oakdalenetballclub.com.au)

If a complainant is not comfortable approaching the Club secretary, or if they are not satisfied with the way Oakdale Netball Club has handled their complaint they have the right to refer the matter to an external party for resolution.

## **References**

Netball Australia Member Protection Policy (effective May 2015). Cited May 2018

This information provided by 'Play by the Rules' is not intended as a substitute for legal or other professional advice. [www.playbytherules.net.au](http://www.playbytherules.net.au) Cited May 2018.

This policy is reviewed and endorsed by the Committee of the Oakdale Netball Club.  
Last reviewed M Kroschel 2023

Signed:

*Bronwyn Thain*

Bronwyn Thain President of Oakdale Netball Club

Date: January 2023

[oakdalenetballclub.com.au](http://oakdalenetballclub.com.au)

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