



## MYRTLEFORD SKI CLUB

### ANTI-HARASSMENT/SEXUAL HARASSMENT POLICIES AND PROCEDURES

#### PURPOSE

To ensure that all Committee members, members and guests associated with Myrtleford Ski Club, or those persons participating in events organised by the Myrtleford Ski Club, enjoy an environment free from harassment of any kind.

#### POLICY

Harassment of any kind is not acceptable at the Myrtleford Ski Club Lodge or at any events organised by the Myrtleford Ski Club.

Complaints related to behaviour of this nature will be treated as serious and will be dealt with promptly, confidentially and impartially by the Committee. The Club's Constitution allows for disciplinary action to be taken against a member who has:

- Engaged in conduct prejudicial to the Myrtleford Ski Club Incorporated. The Committee considers that such prejudicial conduct includes but is not limited to harassment of any kind, including sexual or other harassment, discrimination, and/or victimisation towards members, guests or the Lodge managers.

No person who lodges a complaint with respect to harassment will be disadvantaged because they have made the complaint.

#### WHAT IS HARASSMENT?

For the purposes of this policy, harassment is:

*The act of systematic and/or continued unwanted and annoying actions of one party or a group, including threats and demands. The purposes may vary, including racial prejudice, personal malice, an attempt to force someone to change a decision for personal gain, quit a job or grant sexual favours, apply illegal pressure to collect a bill, or merely gain sadistic pleasure from making someone fearful or anxious.*

This definition is general in nature and does not preclude other definitions of harassment as set out in Law(s).

Document: Anti-Harassment Policy

Myrtleford Ski Club

Anti-Harassment Policy

Reviewed: 9/6/2022

Reviewed By:

Due for Review: As Required

MSC Committee

## CLUB PROCEDURES

- Complaints relating to harassment will be dealt with as most serious and may require the involvement of a disciplinary subcommittee, or the police or other Law enforcement agencies in the case of a criminal offence.
- Internally, formal complaints should be directed to the Club's President (unless the complaint directly concerns the President, in which case the formal complaint should be directed to the Vice President).
- On receiving a complaint, the President (or Vice President), will present the matter to the Committee. The Committee will determine if there are sufficient grounds for taking action against a member decide, including whether:
  - the nature and seriousness of the complaint warrants a formal resolution procedure, such as taking Disciplinary Action as provided for under Part 3 Division 2 of the Club's Constitution. The Club's Constitution provides for the establishment of a disciplinary subcommittee of the Committee, to hear the matter and determine what action, if any should be taken against the member;
  - 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 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 and not have any conflict of interest.
  - Notice is given to the member consistent with the requirements of Article 21 of the Club's Constitution.
  - Penalties imposed by the Committee are consistent with those provided for under Article 22(2) of the Club's Constitution.
  - The person has the right of appeal consistent with Articles 23 and 24 of the Club's Constitution unless other Laws prevail.
- Nothing in this policy shall limit the rights of a person to take any other action under prevailing Laws related to harassment.

Authorised:	Alistair Browne President, Myrtleford Ski Club
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