



HARASSMENT & BULLYING POLICY

The Spotswood Football Club Inc. (SFC), is committed to providing and maintaining a safe and healthy environment for all and strengthening the good reputation of Australian rules football, the WRFL football competition and the SFC.

This Harassment & Bullying Policy has been developed to meet the requirements outlined by the Australian Human Rights Commission on discrimination, harassment and bullying and has been approved by the SFC Board.

All SFC Board Directors, Committee Members, Administrative Officials, Coaches, Support Staff, Volunteers, Members, Players and Spectators will maintain the following standards whilst undertaking approved SFC activities, attending any approved SFC functions or participating in and/or watching SFC games by the adhering to the following:

- No person will behave in a manner that includes unwelcome, unsolicited or unreciprocated; sexual attention, physical contact, sexual remarks, smutty jokes, requests for sex, or the display of offensive materials such as pictures, posters or computer graphics.
- No person will behave in a way, either physically and/or verbally that unfairly or unreasonably offends, humiliates, intimidates, belittles, undermines, scares, excludes, or embarrasses anyone it is directed at, or anyone who sees or overhears it.
- This policy is not intended to cover occasional differences of opinion, disagreement with decisions, reasonable performance management measures, enforcement of lawful directions or other SFC policies, omission from playing rosters, positional changes and the like.
- If a person believes they have been a victim of harassment or bullying, then they must make a formal complaint outlining the circumstances of the allegations made against the person.
- Any complaints must be made in writing and forwarded to the SFC Board (who will nominate a 'hearing officer').
- Upon receipt of any complaint, the SFC Board will also provide the accused person with an opportunity to respond to the complaint (also in writing).
- The SFC Board may also choose to obtain written statements from any available witnesses or obtain recorded or other evidence as may be available.
- Any person found to have deliberately provided false or misleading information may also be subject to sanction under this policy.

Any knowledge of, or breaches to, this Harassment & Bullying Policy may involve attendance by the relevant parties at an internal hearing convened by the SFC Board where further evidence and reports may be sought and judgments delivered which may include; a written warning, suspension, deregistration, membership cancellation, fines or referral to relevant authorities.

The SFC Board will also have at its discretion, the right to offer, request or require attendance by the relevant person(s) to an approved counselling and/or approved education program.

Any and all particulars of a complaint and the hearing process will at all times remain confidential.

0	3.06.12	Issued for Use	R. Gardiner	A. McLaren	A. Given
Revision	Issue Date	Description	Originator	Checker	Approver