

Western Australian Rogaining Association Harassment Free Policy

WARA is committed to providing a sport and work environment free of harassment, where individuals are treated with respect and dignity. WARA will not tolerate harassing behavior under any circumstances and will take disciplinary action against anyone who breaches the policy.

This policy applies to all employees, directors, officers, volunteers, coaches, athletes, officials, professional personnel and members of WARA.

This policy applies to behavior occurring both within and outside the course of WARA's business, activities and events, when the behavior involves individuals associated with the WARA and negatively affects relationships within the organisation's sport and work environment.

Definition

The definition of harassment immediately following has been adopted by WARA for the purpose of this policy. It includes and goes beyond what is prohibited by law and does not distinguish between the various types of harassment.

Harassment consists of offensive, abusive, belittling or threatening behavior directed at a person or people, because of a particular characteristic of that person or people (including the person or people's level of empowerment relative to the harasser).

The behavior must be unwelcome and the sort of behavior a reasonable person would recognize as unwelcome.

Behavior constituting harassment can take many different forms and may be explicit or implicit, physical, verbal or non-verbal. Examples include, but are not limited to:

- Abusive behavior aimed at intimidating someone in a less powerful position
- Jokes or comments directed at a person's body, looks, age, race, religion, sexual orientation or disability
- Unwelcome remarks including teasing, name calling or insults
- Innuendo, suggestive remarks or taunting
- Homophobic comments and/or behavior
- Uninvited touching, kissing, embracing, massaging, staring, leering, ogling
- Smutty jokes and comments
- Persistent or intrusive questions about people's private lives
- Repeated invitations to go out, especially after prior refusal
- Sexual propositions
- The use of promises or threats to coerce someone into sexual activity
- The creation of a hostile or sexually permeated environment by constant inappropriate references to sexual matters, the display of sexually explicit material (posters, cartoons, graffiti) or by the use of offensive email, faxes, letters or notes
- Sexual insults, taunts or name-calling

Jokes and behavior, which are genuinely enjoyed and consented to by everyone present, are not harassment.

Sexual interaction or flirtation that is based on mutual attraction or friendship, and which is consensual or invited, is not sexual harassment.

Responsibilities

WARA is responsible for taking all reasonable steps to prevent harassment and ensuring its position is widely known through all levels of the organisation's activities.

WARA will ensure that appropriate procedures are identified to handle harassment complaints.

All employees, members, professionals and other persons associated with WARA are responsible for complying with this policy.