

The Western Australian Darts Council Inc



POLICY ON HARASSMENT

POLICY 1.9

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1.0 Policy

- 1.1 The Western Australian Darts Council Inc is committed to providing a sport free of harassment, where individuals are treated with respect and dignity. The Western Australian Darts Council Inc will not tolerate harassing behaviour under any circumstances and will take disciplinary action against anyone who breaches the policy.
- 1.2 This policy applies to all directors, volunteers, coaches, officials, players, professional personnel and members of the Western Australian Darts Council Inc.
- 1.3 This policy applies to behaviour occurring both within and outside the course of the Western Australian Darts Council Inc business, activities and events, when the behaviour involves individuals associated with the Western Australian Darts Council Inc and negatively affects relationships within the organisation's sport and work environment.

2.0 Definition

- 2.1 The definition of harassment immediately following has been adopted by the Western Australian Darts Council Inc 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.
- 2.2 Harassment consists of offensive, abusive, belittling or threatening behaviour 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 behaviour must be unwelcome and the sort of behaviour a reasonable person would recognise as unwelcome.
- 2.3 Behaviour 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 behaviour 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.
 - Homophobic comments and/or behaviours.
 - Uninvited touching, kissing, embracing, massaging.
 - Staring, leering, ogling, smutty Jokes and comments.
 - A persistent or intrusive question about people's private lives.
 - Repeated invitations to go out, especially after prior refusal.
 - Sexual propositions.
 - 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, name-calling.
- 2.4 Jokes and behaviour which are genuinely enjoyed and consented to by everyone present are not harassment
Sexual interaction or flirtation that is based on mutual attraction of friendship, and which is consensual or invited, is not sexual harassment.
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3.0 Responsibilities

- 3.1 The Western Australian Darts Council Inc is responsible for taking all reasonable steps to prevent harassment and ensuring its position is widely known through all levels of the Western Australian Darts Council Inc activities.
- 3.2 The Western Australian Darts Council Inc will ensure that appropriate procedures are identified to handle harassment complaints.
- 3.3 All directors, members and other persons associated with the Western Australian Darts Council Inc are responsible for complying with this policy.

4.0 Confidentially

- 4.1 The Western Australian Darts Council Inc directors and officers responsible for implementing this policy will keep confidential the names and addresses related to harassment complaints, unless disclosure is necessary as part of the disciplinary or corrective process.

5.0 Complaint procedures

- 5.1 The Western Australian Darts Council recognises that natural justice is very important and must be applied in the investigation and adjudication of a dispute.
- 5.2 The Board of Management of the Western Australian Darts Council will receive and investigate all complaints of harassment.

6.0 Disciplinary Action

- 6.1 Disciplinary action will be taken by the Western Australian Darts Council Inc against anyone who is found to be in breach of this policy.
- 6.2 The discipline will depend on the severity of the case and may involve an apology, counseling, suspension, dismissal or other form of action.
- 6.3 Disciplinary action will also be taken against any person who has falsely complained of harassment.

7.0 Right to Appeal

- 7.1 Any person found guilty by the Western Australian Darts Council Inc Board of Management has the right to appeal the decision and recommendation made by the Board of Management if a matter of procedure, bias, or fairness is called into question. An appeals panel made up of members other than those who formed the original review panel should handle formal appeals.
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