

## HARASSMENT PHYSICAL/SEXUAL ASSAULT POLICY AND PROCEDURE

Policy Title:	Harassment, Physical or Sexual Assault
Policy Type:	Risk Management

### DEFINITION

Harassment is any unwelcome visual, verbal or physical conduct. It may include propositions, personal comments or innuendo, verbal or physical jokes, insults or threats. Sexual harassment is unwelcome behaviour of a sexual nature as defined by the person who is offended by the behaviour. Sexual harassment is recognised as a form of sex discrimination and is illegal under the Anti-Discrimination Act.

### POLICY

WPC Cricket is committed to providing an environment for all members (players, parents, volunteers), employees and visitors, free from harassment, intimidation, physical and sexual assault. Fellow employees and members of the public will treat all members (players, parents, volunteers), employees and visitors, with courtesy, dignity and sensitivity concerning their rights, including duties and career aspirations.

### PROCEDURE

*If you believe you have been the victim of a criminal act your first call must be to the police.*

Club members (players, parents, volunteers), employees or visitors who feel offended by unwelcome behaviour are encouraged to advise the person conducting the unwelcome behaviour that they are offended by such behaviour.

- Club members (players, parents, volunteers), employees or visitors may wish to report the behaviour to the Management Committee or the Member Protection Officer, the Secretary [secretary@wpccricket.com.au](mailto:secretary@wpccricket.com.au) as soon as the alleged harassment occurs.
- The Committee or its representative will record the incident in writing, keeping it strictly confidential and ask the employee or volunteer if they would like an investigation into the incident.
- If an investigation is requested, the Committee shall appoint a suitable person to conduct the investigation.
- The investigator shall ensure that any alleged harassment is resolved quickly and professionally, to the satisfaction of all parties. All reports **will be strictly confidential** and shall be held by WPC Cricket.

WPC Cricket reserves the right to take disciplinary action which may include termination of the services of any employee or volunteer or the membership of any member found guilty of harassment, physical or sexual assault.