



## Port Fairy Golf Club

### Anti-Discrimination & Harassment Policy

The Port Fairy Golf Club is committed to ensuring that our working and social environment is free from discrimination and harassment. Any of these behaviours will not be tolerated under any circumstances. Disciplinary action will be taken against any person who breaches this policy.

#### **Objectives- The Port Fairy Golf Club aims to:**

- Create an environment which is free from discrimination and harassment, where all members and employees are treated with dignity, courtesy and respect.
- Provide an effective procedure for complaints based on the principles of natural justice.
- Treat any complaints in a sensitive, fair, timely and confidential manner.
- Guarantee protection from victimisation and reprisals.
- Encourage the reporting of behaviour which breaches the discrimination & harassment policy.
- Promote appropriate standards of conduct at all times.

#### **Harassment & discrimination definition.**

Discrimination and harassment occur when a person is discriminated against or harassed because of the following:

- Race, colour, descent, national or ethnic origin as defined under the *Racial Discrimination Act 1975*.
- Sex, marital status, pregnancy as defined under the *Sex Discrimination Act 1984*.
- Disability as defined under the *Disability Discrimination Act 1992*.
- Age as defined under the *Age Discrimination Act 2004*.
- And some grounds under the *Australian Human Rights Commission Act 1986*.

#### **Roles and Responsibilities**

It is the role of the Operations Manager along with all relevant supervisory staff and Committee of Management to ensure that staff, members and guests are not harassed against within the Port Fairy Golf Club.

It is the responsibility of every employee, member and guest to not participate in discriminatory or harassing behaviour at the Port Fairy Golf Club.

#### **Consequences of unlawful discrimination or harassment.**

Outcomes that may occur as a result of engaging in unlawful discrimination and harassment may include a formalised apology, dismissal or being struck off.

#### **Correct Procedure**

If you feel that you are being discriminated against or harassed, any such behaviour should be reported directly to the Operations Manager to be dealt with in a timely and sensitive manner.

Adopted June 2014