

Harassment, Discrimination, Bullying, and Aggressive and Abusive Behaviours Policy

POLICY

U3A Knox Inc. administers a policy of zero tolerance towards all forms of harassment, discrimination, bullying, aggressive and abusive behaviours directed at members or by members.

Members must not engage in harassing, discriminatory, bullying, or aggressive and abusive behaviours, including but not limited to:

1. Threat of or use of harassment,
2. Any behaviour that unfairly or unreasonably offends, humiliates or intimidates, including passive intimidation,
3. Bullying,
4. Aggressive and abusive language (including face to face, by telephone, in written or electronic communications),
5. Rudeness and derogatory comments,
6. Threat of or physical violence,
7. All forms of unlawful and unreasonable discrimination, (including on the grounds of race, culture, impairment, religion, sexual orientation, ethnicity, gender identity, and excluding and isolating individuals)
8. Continued unreasonable demands and persistence, and
9. All forms of vexatious communications.

It should be noted actions will not necessarily be contrary to this policy because of a respectful but assertive and or determined approach.

PROCEDURES

1. When an member wishes to report an incident or lodge a complaint, a [Complaint Report Form](#) must be completed and placed in a sealed envelope, addressed and sent to the Secretary U3A Knox Inc.
2. Resolution of the incident report or complaint made under this policy will be carried out in accordance with the *PART 3 - Division 2 Disciplinary Action* of the [U3A Knox Constitution](#).
3. Incidents alleging physical violence, threats of physical violence or other alleged criminal conduct should be reported to police.

APPROVAL

This policy was reviewed and amended by the U3A Knox Inc. Committee of Management on 8 June 2022.