

Sexual Harassment Policy

POLICY

in the State of Victoria sexual harassment in a workplace, in connection with education, or in the provision of services, is unlawful. The Equal Opportunity Act 2010 (the Act), defines a worker in relation to sexual harassment to include “volunteers” and “unpaid workers”.

Accordingly, U3A Knox Inc. is bound by the Act. It must take all reasonable steps to eliminate sexual harassment and to protect a complainant from victimisation. U3A Knox Inc. supports the rights of all members to be free from sexual harassment and it will not tolerate the behaviour.

Sexual Harassment

Sexual harassment means an unwelcome sexual advance, sexual suggestions or innuendo occurring at U3A Knox related activities or events, or between members outside U3A activities. Behaviour can be explicit or implicit in nature, be from a single or from recurring incidents.

It is the effect of the contact on the individual not the intent that is relevant in determining whether sexual harassment has occurred. A person can be sexually harassed by a person of the same sexual orientation.

Sexual harassment can include

1. Sexual jokes, lewd suggestions, whistling, foul language, leering, obscene gestures sexual comments about a person's private life or anatomy.
2. Unwanted physical contact of a sexual nature including touching, brushing, kissing.
3. Display of pornographic sexually suggestive pictures, screen savers, jokes and sexual objects.
4. Sexually offensive, written, telephone or electronic communications or graffiti.
5. Sexual harassment can also be a criminal offence. e.g. indecent assault, indecent exposure, stalking, obscene or threatening; telephone calls, letters, emails, text messages and posts on social networking sites.
6. Sexual harassment does not refer to consensual sexual behaviour conducted in private.

PROCEDURES

1. When an member wishes to report an incident or lodge a complaint under this policy, 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 complaint will be carried out in accordance with *PART 3 - Division 2 Disciplinary Action* of the [U3A Knox Constitution](#).

APPROVAL

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