

Queensland Masters Athletics Association Inc.

Anti-Harassment Policy

Policy statement

The Queensland Masters Athletics Association (QMA) is committed to providing a sport and work environment free of harassment. QMA will not tolerate harassment within its organisation and has a legal responsibility to ensure that harassment does not occur during the course of any of our activities. QMA will take all complaints of harassment seriously, and will ensure that they are dealt with promptly, seriously, sensitively and confidentially. Disciplinary action can be taken against a person who is found in breach of this policy.

This policy should be read in conjunction with the document “Queensland Masters Athletics Association Inc. – Anti-Harassment – Procedures and Detail” which gives further detail on what may constitute harassment, the steps that a person may take if they believe they have suffered harassment and the action that QMA will take in response.

Application of policy

This policy applies to harassment occurring between any participants in the organisation i.e. all athletes, coaches, employees, administrators, officials, volunteers and members of QMA that occurs either within or outside the course of the QMA business, activities and events.

What is Harassment?

Harassment generally consists of offensive, abusive, belittling, sexual or threatening behaviour directed at a person or persons where they reasonably find the behaviour unwelcome and likely to cause them to feel offended, humiliated or intimidated.

Responsibilities

QMA is responsible for ensuring that this policy is well known throughout the organisation, for taking all reasonable steps to prevent harassment in our organisation and for dealing any allegations of harassment should they occur.

Harassment complaints

QMA will deal promptly, seriously, sensitively and confidentially with any complaints about breaches of this policy. In the first instance, anyone believing they have suffered harassment should consult one of the QMA officials designated as Member Protection Officers whose names will be on display at each of the venues where our athletic events take place and also on the QMA website. Nothing in this Policy prevents the complainant taking action under State or Federal legislation.

Disciplinary action

QMA can take appropriate disciplinary action against any person in QMA who

- is found to be guilty of harassment
- victimises a person who has complained of harassment
- is found to have made false, vexatious or frivolous charges of harassment.

This version adopted as a policy of Queensland Masters Athletics Association Inc on:

Date: 9th January 2007

President: Original signed Stan Perkins