



## Harassment Policy

The Society is an equal opportunity environment and shall not tolerate any harassment by any member or volunteer of any other member of volunteer or any other visitors onboard the MV Cape Don.

Harassment is verbal or physical conduct, which, because of its severity and/or persistence, is likely to create a hostile or intimidating environment and detrimentally affect an individual's performance or education. Harassment is defined by reference to the nature and consequences of the behaviour, not the intent of the initiator.

Harassing conduct includes:

- communication of spoken, written, graphic and computer mediated material that denigrates or shows hostility or aversion to individuals or groups on the grounds of actual or perceived race, nationality, gender, transgender status, marital status, disability, sexual orientation, age, family responsibilities, carers' responsibilities, political conviction/associations or religious belief;
- threatening, intimidating or demeaning behaviour directed at individuals or groups;
- acts of vilification, i.e. public acts which may have the effect of inciting others to hate, have serious contempt for, or seriously ridicule a person or group of people, on the grounds of actual or perceived race, AIDS or HIV-positive status, sexual orientation, or transgender status;
- sexual harassment, which is defined as unwelcome sexual advances, requests for sexual contact and verbal or physical conduct of a sexual nature, when submission to or rejection of such advances, requests or conduct is explicitly or implicitly a term or condition affecting employment or education decisions; and/or when such advances, requests or conduct have a detrimental effect on an individual's performance and state of mind or self esteem;

The Society accepts its legal obligations to ensure that members are not subjected to harassment and neither is any third parties subjected to harassment by any member of the Society.

The Society has established grievance procedures in place to deal with complaints of harassment or discrimination or any other form of complaint from members.

MV Cape Don Society Inc.  
31 October 2009