

Coast FM Sexual Harassment Policy

Sexual harassment is the unwelcome conduct of a sexual nature towards another person which could reasonably be expected to make that other person feel offended, humiliated or intimidated. A single incident is enough to be considered sexual harassment - it does not have to be repeated behaviour. The person engaging in unwelcome behaviour does not have to intend to be sexually harassing the other person for the behaviour to be considered sexual harassment. Regardless of what was intended, sexual harassment is defined by the nature and the impact of the behaviour, not the intention behind it. A key element of sexual harassment is that it is unwelcome. It is important to note that if a person does not object to inappropriate behaviour at the time; it should not be assumed that they are giving their consent. Consent exists where clear and unambiguous consent has been freely given and continues to be given.

Implementation

It is the responsibility of all the Management Committee, volunteers and members:

- to model appropriate behaviour
- monitor the working environment to ensure as far as practicable that acceptable standards of conduct are maintained at all times and that sexual harassment is not tolerated
- promote awareness of the avenues for advice and the complaints procedures with respect to sexual harassment as set out in this Policy
- treat complaints and behaviour which may constitute sexual harassment seriously and taking immediate action
- treat complaints of sexual harassment with appropriate sensitivity and confidentiality
- ensure that a person is not victimised for making, or being involved in, a complaint of sexual harassment
- provide contact details for Workplace Contact Officers to complainants or respondents