



NORTHERN TERRITORY CLAY TARGET ASSOCIATION INC

HARASSMENT POLICY

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1. BACKGROUND

- 1.1. The Northern Territory Clay Target Association (**NTCTA**) is committed to working towards and providing a sport free of harassment and where individuals are treated with respect and dignity.
- 1.2. The NTCTA will not tolerate, in any circumstances, any harassing behaviour and will take disciplinary action against anyone who breaches the policy.
- 1.3. This policy applies to all members, volunteers, coaches, officials, players and professional personnel of the NTCTA.
- 1.4. This policy applies to behaviour involving individuals associated with the NTCTA that negatively affects relationships within the sport and work environment and is inclusive of such behaviour occurring both within and outside the course of the NTCTA business, activities and events.

2. DEFINITION OF HARASSMENT

2.1. For the purposes of this policy, the NTCTA deems behaviour constituting harassment to include:

- (a) Offensive, abusive, belittling or threatening behaviour directed at a person or people because of a particular characteristic of that person or people. The behaviour must be deemed unwelcome and such that a reasonable person would recognise as unwelcome.
- (b) Different forms of unwelcome behaviour, including explicit or implicit, physical, verbal or non-verbal.

2.2. Examples of such behaviour includes but is not limited to:

- (a) Abusive behaviour aimed at intimidating someone in a less powerful position;
- (b) Jokes or comments directed at a person's body, physical appearance, age, race, religion, sexual orientation or disability;
- (c) Unwelcome remarks including teasing, name-calling and insults;
- (d) Homophobic comments and/or behaviours;
- (e) Sexual harassment, including but not limited to uninvited touching, kissing, embracing, massaging, staring, leering, sexual propositions, persistent and intrusive questions regarding an individual's private life, repeated invitations to go out (especially after refusal), inappropriate reference to sexual matters, the display of sexually explicit material.

2.3. Jokes and behaviour which are genuinely enjoyed and consented to by every individual present are not deemed to be harassment or sexual harassment.

3. RESPONSIBILITIES

3.1. The NTCTA acknowledges that it:

- (a) is responsible for taking all reasonable steps to prevent harassment and ensuring that its position is widely known through all clubs and activities of the NTCTA; and
- (b) is responsible for ensuring that appropriate procedures are identified to handle harassment complaints.

3.2. All members and other persons associated with the NTCTA are responsible for complying with this policy.

4. CONFIDENTIALITY

- 4.1. The NTCTA Executive Council members (**'Executive Council'**), club committee members and any other officers responsible for implementing this policy will keep confidential the names and addresses related to harassment complaints, unless disclosure is necessary as part of the disciplinary or corrective process.

5. COMPLAINT PROCEDURES

- 5.1. Complaints can be made to:
- (a) Member Protection Officer;
 - (b) Club President; and
 - (c) Accredited Coach.
- 5.2. In circumstances where the complaint cannot be resolved at the above level, the NTCTA Executive Council will investigate the complaint.

6. DISCIPLINARY ACTION

- 6.1. Disciplinary action will be taken by the NTCTA against anyone who is found to be in breach of this policy.
- 6.2. Such disciplinary action is dependent upon the severity of the case. Disciplinary action may involve an apology, counseling, suspension, dismissal or any other form of action deemed appropriate.
- 6.3. Disciplinary action will also be taken against any person who falsely complains of harassment.

7. RIGHT TO APPEAL

- 7.1. Pursuant to the NTCTA Constitution, any person found guilty by the Executive Council has the right to appeal the decision and recommendation made by the Executive Council.