



CROQUET SA HARASSMENT-FREE SPORT POLICY

Croquet SA endorses the ACA Member Protection Policy in the first instance.
Please refer to that document.

Anti-Harassment Statement:

Croquet SA is committed to providing a working and sporting environment free from harassment and abuse and states that harassment or abuse will not be tolerated.

Croquet SA aims to protect from harassment or abuse all of its administrators, referees, coaches, players and spectators.

Croquet SA will endeavour to act swiftly and vigorously to investigate claims of harassment or abuse within its jurisdiction. Croquet SA's Harassment-Free Sport Policy will be implemented seriously and strictly. Croquet SA actively condemns and will not tolerate any form of harassment or abuse.

The Law and Discrimination, Harassment and Abuse:

The Law recognises and prohibits sexual harassment. **The Sex Discrimination Act 1984.**

The Law prohibits harassment, abuse and discrimination on the basis of disability. **The Disability Discrimination Act 1992.**

The Law prohibits discrimination, abuse and harassment against race or creed. **Racial Discrimination Act 1975.**

The Law prohibits victimisation and vilification. **Human Rights and Equal Opportunity Act 1986. Workplace Relations Act 1996. SA Equal Opportunity Act 1984.**

A perceived threat may be a criminal offence.

Harassment, Abusive Behaviour and Bullying:

Harassment consists of offensive, abusive, belittling or threatening behaviour directed at a person or people. The behaviour must be unwelcome and the sort of behaviour a reasonable person would recognise as unwelcome and likely to cause the person to feel offended, humiliated or intimidated. Verbal Abuse and insults, physical intimidation, practical jokes that cause embarrassment or endangerment, abusive or bullying behaviour that is considered threatening may be criminal offences. Treat all participants in croquet as you like to be treated yourself. Control your temper. Verbal abuse and sledging are not acceptable and will not be tolerated by Croquet SA.



Internal Complaints Procedure:

Any registered player or employee of Croquet SA, who feel that they have been harassed, abused, discriminated against, threatened, bullied, vilified or intimidated, may approach the Executive Director or any member of the Board.

They must clarify whether they want the complaint dealt with or whether they are simply wishing to talk the matter through. If they decide that they want the matter dealt with internally, then the person to whom the initial approach was made will immediately take the matter to any member of the Executive Committee (if not already informed), who shall call a meeting of the Executive Committee without delay. If members of the Executive Committee are involved in the claim, they shall not sit on the Executive Committee during the resolution of the matter, but other suitable persons may take their place.

The foremost approach of this committee shall be one of mediation and shall be directed towards reconciliation of the parties.

Both parties will be informed of the complaint and the course of action to follow.

Both parties will be given equal chance and opportunity to express their views.

Both will be informed of their rights and obligations and advised that witnesses may be sought to assist in the process.

Should it appear to this committee after hearing all sides of the complaint, that any course of disciplinary action is either necessary or desirable, it shall make such recommendations as it sees fit. Disciplinary action may include:

- reprimand and/or caution;
- disqualification from a particular game or event;
- suspension from any squads or teams;
- suspension from any office held within the association;
- any other as may be considered appropriate.