

# **RAW CONNECTION WEST COAST SWING PTY LTD**

## **SEXUAL HARASSMENT POLICY**

Sexual harassment is unlawful and an unacceptable form of behaviour and will not be tolerated at any Raw Connection West Coast Swing Pty Ltd (“**Raw Connection**”) class, event or activity. Raw Connection is committed to preventing sexual harassment at its classes, events and activities.

Many forms of harassment are unlawful, however, this policy is confined to addressing sexual harassment.

### **Sexual Harassment Defined**

Sexual Harassment is unwelcome conduct of a sexual nature which makes a person feel offended, humiliated and/or intimidated where that reaction is reasonable in the circumstances.

Sexual harassment can take various forms including, amongst other things:

1. suggestive or lewd comments and / or jokes;
2. leering, staring, obscene gestures and wolf whistling;
3. intrusive questions or insinuations about a person’s private life;
4. deliberate and unwelcome touching, kissing, hugging, patting, pinching or brushing against another person’s body;
5. sexually offensive written, telephone or electronic communications;
6. insults or taunts of a sexual nature; and
7. behaviour which would also be an offence under the criminal law, such as physical assault, indecent exposure, sexual assault or stalking.

Sexual harassment does not have to be repeated or continuous to be against the law. It can be a one-off incident.

### **What is Not Sexual Harassment**

Sexual harassment is not sexual interaction, flirtation, attraction or friendship which is invited, mutual, consensual or reciprocated.

### **Sexual Harassment May Occur**

Sexual harassment includes harassment of students by students, of staff (paid or unpaid) by students or of students by staff (paid or unpaid).

Sexual harassment may occur where a person uses sexual behaviour to control, influence or affect the educational opportunity of someone over whom they exert actual or perceived authority.

### **Responses to Sexual Harassment**

Any person who believes they have been subjected to sexual harassment should discuss the matter with a director of Raw Connection. Confidentiality will be maintained.

Raw Connection also encourages individuals who experience sexual harassment to inform the alleged harasser that the behaviour is unwelcome, unacceptable and contrary to policy,

and ask that the behaviour stop. Individuals should also keep notes documenting incidents of the behaviour, time, place and any witnesses.

Raw Connection recognises that, as a highly sensitive and complex matter, sexual harassment is sometime best dealt with informally through discussion between the parties or with some assistance from an independent third party so as to minimise its damaging and disruptive effects.

Complaints of sexual harassment will be dealt with depending upon the severity of the case. Responses may include, amongst other things, informal grievance resolutions in the terms of an apology, as well as suspension and refusal of entry to Raw Connection classes, activities and events.

A person who has experienced sexual harassment can make a written complaint to the Queensland Anti-Discrimination Commission or the Australian Human Rights Commission. The complaint will be investigated and the Commission will generally endeavour to settle it by conciliation. If conciliation is unsuccessful or inappropriate in the circumstances, the complaint may be terminated and the complaint can then apply to the Federal Magistrates Court or Federal Court of Australia for a decision.

A person is not required to attempt a complaint informally before approaching the Commission. Criminal acts such as assault may also be reported directly to the police.