



Anti-Harassment Policy / Procedures

PURPOSE

To ensure that all committee and club members associated with Macedon Ranges Running Club enjoy an environment free from harassment of any kind including sexual harassment.

POLICY

Harassment of any kind is not acceptable at Macedon Ranges Running Club and complaints related to behaviour of this nature will be treated as serious and will be dealt with promptly, confidentially and impartially by the President or chosen independent party. No person who lodges a complaint with respect to harassment will be disadvantaged because they have made the complaint.

PROCEDURES

- Complaints relating to harassment will be dealt with as most serious and may require the involvement of an independent mediator, or the police in the case of a criminal offence.
- Internally, formal complaints will be received by the President (unless the complaint directly concerns the President).
- On receiving a complaint the President will decide whether
 - they are the most appropriate person to receive and handle the complaint;
 - the nature and seriousness of the complaint warrants a formal resolution procedure;
 - to appoint a person to investigate (gather more information on) the complaint.

The resolution process should follow the Discrimination/Harassment Complaints Guidelines

- Regardless of the process adopted, it will be based on the principles of justice where:
 - Both the complainant and the respondent must know the full details of what is being said against them and have the opportunity to respond.
 - Decision maker(s) must be unbiased, fair and just.
 - Penalties imposed must be fair.