

# BULLYING AND HARASSMENT POLICY

Swimable believes:

- Each person has the right to feel safe
- Each person needs to THINK about the effect that their actions may have on others
- Each person needs to CARE for themselves and others
- Each person needs to ACCEPT that we are not all the same

Swimable does not tolerate harassment or bullying in any form.

## Bullying

Bullying is repeated intimidation of someone or a group of people with whom the offender means to hurt, isolate, threaten, exclude or embarrass. It is an ongoing misuse of power in relationships through repeated verbal, physical, written, visual and/or social behaviour that causes physical and/or psychological harm.

## Harassment

Harassment is behaviour that targets an individual or group due to their identity, race, culture or ethnic origin, religion, physical characteristics, gender, gender identity, gender expression, sexual orientation, marital, parenting or economic status, age, ability or disability.

Harassment may occur even if it is not intentional. It is the impact of the behaviour on the person concerned that is important, not the intention of the 'harasser'. The medium through which harassment can occur is vast– it may be physical, verbal, written, visual (including harassment through technologies such as the internet and mobile phones) and involve gestures, exclusion or extortion. Furthermore, harassment may be sexual in nature (see below for policy relating to sexual harassment).

## Sexual Harassment

Sexual harassment is unwelcome conduct of a sexual nature against another individual, where the other individual reasonably feels offended, humiliated or intimidated. In accordance with sections 28A (1) of the Sex Discrimination Act (1984) a person sexually harasses another person (the person harassed) if:

- The person makes an unwelcome sexual advance, or an unwelcome request for sexual favours, to the person harassed; or
- Engages in other unwelcome conduct of a sexual nature in relation to the person harassed.

It is the effect of the behaviour on the receiver that is relevant not the intent. Sexual harassment behaviours may include (but is not limited to):

- Uninvited physical contact including touching and kissing
- Verbal remarks with sexual connotations
- Any action or comment of a sexual nature
- Sexual pictures, objects, phone calls, emails, text messages, letters or literature
- Questions or insinuations about a person's private life

- Direct or implied propositions or requests for dates or sexual favours where these are unwelcome
- Questions about sexual activity
- Sexually explicit jokes, banter or innuendo
- Viewing, downloading or printing pornography or sexually explicit material

## Expectations from the Swimable Community

The Swimable community which includes management, swimming instructors, parents/guardians, trainees, volunteers, contractors and students has a responsibility to show that they believe that any form of bullying and harassment is unacceptable and to set an example, which reflects that view. All members of the Swimable Community should help to create an atmosphere in which bullying and harassment will be spoken about openly, taken seriously and responded to with appropriate action.

Swimable expects all members of the community to:

- treat each other with respect and sensitivity
- think carefully before speaking in ways which may cause distress
- respect differences and variety
- be sensitive to the fact that what may seem fun to some (especially a group) may seem much more threatening to others (especially an individual)
- show kindness and consideration to those who appear unhappy or vulnerable
- make a stand against those who ignore or go against these aims

## Policy Compliance

Swimable will not tolerate bullying and harassment in any form and any breaches of this policy will be subject to Swimable's Child Safe Reporting Process and Complaints Handling System and may be subject to disciplinary action.

In the case of employees, volunteers or contractors this may include termination of their employment.

In the case of parents/guardians and students this may include being asked to leave Swimable.

### Version Details:

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Version 1	28 June, 2022
Review Date	28 June, 2025