

## SEXUAL HARASSMENT

### *Purpose*

This policy is intended to provide 3RPC Community Radio volunteers and paid staff with clear guidelines on 3RPC Community Radio's approach to sexual harassment. This policy applies to paid staff, volunteers, adult presenters, trainee presenters and the Committee of Management. Sexual harassment from any member/s of the public to any 3RPC volunteer or paid staff is also applicable.

Generally, sexual harassment can be summarised as unwelcome attention of a sexual nature.

If the unwelcome attention has included someone having physical contact of a sexual nature without your consent, that will certainly amount to sexual harassment but in most cases, it would also be classified as a sexual assault. An assault of any sort is generally a criminal offence.<sup>1</sup>

Sexual harassment is often verbal, but it can also be written in an email or text, said to you on the telephone or on social media (e.g. Facebook) or said to someone else about you.

### *Objectives*

The objectives of this policy statement are to ensure that:

- a. 3RPC Community Radio is an environment free of sexual harassment.
- b. 3RPC Community Radio members are aware of their rights in relation to sexual harassment.
- c. 3RPC Community Radio members are aware of their responsibilities in ensuring  
3RPC Community Radio is an environment free of sexual harassment.

### *Policy Statement*

1. 3RPC Community Radio members will not, in any 3RPC Community Radio related context, engage in sexual harassment. 3RPC Community Radio related context may include situations where the relevant persons are:
  - a. present at an event organised by 3RPC Community Radio such as an outside broadcast or social get together.
  - b. at 3RPC Community Radio studios or any other location where an activity coordinated by 3RPC Community Radio is taking place.
  - c. in the immediate surrounds of 3RPC Community Radio studio for the predominant purpose of undertaking 3RPC Community Radio volunteer activities.
  - d. undertaking 3RPC Community Radio education and training programs at a location other than the 3RPC Community Radio studios.

2. 3RPC Community Radio considers sexual harassment to be an unacceptable form of behaviour that will not be tolerated. We believe that all people have the right to an environment that is free of sexual harassment.

3. Sexual harassment is illegal under the Victorian Equal Opportunity Act 2010 and the Commonwealth Sex Discrimination Act (1984). Section 28A of the Sex Discrimination Act 1984 and Section 92 of the Equal Opportunity Act 2010 provides the meaning of sexual harassment. Pursuant to these sections, 'a person sexually harasses another person (the person harassed) if in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated the possibility that the person harassed would be offended, humiliated or intimidated. Examples of sexual harassment include, but are not limited to:

- a. staring, leering, patting, pinching, touching, or unnecessary familiarity
- b. sexual jokes, comments or conversations about sexual matters
- c. persistent or unwelcome demands including requests to go out, where they are refused, or even subtle pressures for sexual favours
- d. accessing or downloading sexually explicit material from the internet
- e. suggestive comments about a person's body or appearance
- f. sending text messages, emails or making telephone calls of a sexually explicit nature
- g. unwelcome advances made through social networking sites
- h. sexual assault (also a criminal offence)
- i. indirect sexual harassment, such as a volunteer overhearing lewd remarks, displays of offensive material such as posters, screen savers, internet material, pornography appearing on pop up boxes on the computer, etc.

4. All reports of sexual harassment will be taken seriously, treated with empathy, and investigated to an appropriate extent. If you are sexually harassed, you are encouraged to notify the 3RPC Community Radio Committee of Management of what has occurred and you will be informed of the complaints procedure.

5. Disciplinary action may be taken in relation to a breach of this policy.

6. 3RPC Community Radio volunteers and paid staff will be respectful of underage people involved in 3RPC Community Radio and will be watchful of inappropriate relationships between adults and underage people and will immediately inform the Committee of Management if such behaviours are witnessed.