

SURF LIFE SAVING AUSTRALIA POLICY



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Authority	This Policy is made under clause 39 of the SLSA Constitution. It is binding on all Members of SLSA and those listed under the section 3 of this policy and is to be interpreted in accordance with the SLSA Constitution.

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1 INTRODUCTION, INTERPRETATION & DEFINITIONS

Surf Life Saving Australia Limited (**SLSA**), its State Centres (**State Centres**) and other affiliated Surf Lifesaving entities (**SLS Entities**), are all committed to the health, safety and wellbeing of all members and are dedicated to providing a safe environment for those participating in Surf Lifesaving (**SLS**). SLSA wants SLS to be fun, enjoyable and safe for all.

As part of the community, each individual makes a commitment to actively encourage behaviours that promote a supportive and nurturing environment and contribute to SLSA's mission of saving lives, creating great Australians and building better communities.

1.1 Defined terms

Defined terms not otherwise defined in this Policy have been defined in, and have the meaning given to them in the SLSA Integrity Framework. In this Policy the following words have the corresponding meaning:

Abuse means any type of abuse (including physical, emotional, psychological, sexual, and inappropriate use of power) that has caused, is causing or is likely to cause harm to a person's wellbeing, whether in person or as the result of a publication viewable by any other person by any means.

Bullying means a person or group of people repeatedly and intentionally using words or actions, or the inappropriate use of power, against someone or a group of people to cause distress and risk to their wellbeing. Bullying may take many forms that are often interrelated and can include:

- verbal (name calling, put-downs, threats)
- physical (hitting, punching, kicking, scratching, tripping, spitting)
- social (ignoring, excluding, ostracising, alienating)
- psychological (spreading rumours, stalking, dirty looks, hiding or damaging possessions).

For the avoidance of doubt, Bullying includes Cyber Bullying, which can also have lasting and damaging consequences.

Complaint is an expression of dissatisfaction made to an SLS Entity in line with the full definition as set out in the Complaints Resolution Policy (complaints.sls.com.au/).

Cultural safety is about providing an organisational environment that respects, values and supports the cultural identity and wellbeing of each individual. It involves shared respect, shared meaning, shared knowledge and experience, to enable learning together with dignity.

Harassment means any type of behaviour towards a person that they do not want and that is offensive, abusive, belittling or threatening and is reasonably likely to cause harm to the person who is the subject of the harassment.

Member is an entity or individual who is recognised and/or registered as a member of an SLS Entity including SLSA and the State Centres.

Member Code of Conduct outlines what is, and what is not, acceptable behaviour or practice.

Prohibited Conduct means the conduct described at clause 5.1 of this Policy

Sexual Misconduct means:

- a. Sexual Harassment, which is any unwanted or unwelcome sexual behaviour where a reasonable person would anticipate the possibility that the person being harassed would feel offended, humiliated, or intimidated.
- b. Sexual Offences, which include any criminal offence involving sexual activity or actions of indecency

Unlawful Discrimination includes:

- a. Direct Discrimination, when a person or group of people is treated less favourably than another person or group, because of a personal characteristic.
- b. Indirect Discrimination, when an unreasonable rule or policy applies to everyone but has the effect of disadvantaging some people because of a personal characteristic they share, where such personal characteristic is protected by applicable anti-discrimination legislation.

Victimisation means subjecting a person, or threatening to subject a person, to any unfair treatment because the person has made, or intends to pursue their right to make, a complaint or lawful disclosure, including under applicable legislation or this Policy, or for supporting another person to take such action.

Vilification means a public act, conduct or behaviour that incites hatred, serious contempt for, or revulsion or severe ridicule of, a person or group of people because of a particular characteristic they hold, as covered by applicable legislation, including their race or religion, or homosexuality, transgender, or HIV/AIDS status.

1.2 Interpretation

Definitions of Abuse, Bullying, Harassment, Sexual Misconduct, Unlawful Discrimination, Victimisation and Vilification must be read in the context of **Annexure A**.

2 POLICY RATIONALE

This Policy aims to assist SLISA to uphold its core values and create a safe, fair and inclusive environment for everyone associated with SLS. It sets out SLS' commitment to ensure that every person involved in SLS is treated with respect and dignity and protected from Bullying, Discrimination, Harassment and Abuse. It also seeks to ensure that everyone involved in SLS is aware of their legal and ethical rights and responsibilities, as well as the standards of behaviour that are expected of them.

All SLS Entities will promote and monitor this Policy to the fullest extent possible with the assistance of their Members. All SLS Entities recognise that the responsibility for keeping Members including Children and Young People, being persons under 18 years of age, in SLS (**CYP**) safe. This responsibility lies with all those involved in SLS; it is not the sole responsibility of any one person or SLS Entity. This Policy should be read in conjunction with Policy 6.04 Child Safe and SLISA Child Safe Commitment Statement.

This Policy has been endorsed by SLISA's board of directors (**Board**), and is effective immediately. It is a set of Regulations made under clause 39 of SLISA's Constitution. It should be read in conjunction with SLISA Regulation "Membership Directives". The Policy starts on the date it is adopted by the Board and will operate until replaced. Copies of the current Policy and its attachments are available in the Members Area on members.sls.com.au.

3 JURISDICTION

3.1 Who the Policy applies to?

This Policy binds everyone who is involved in SLS, including but not only:

- a. **Relevant Persons** (members); and
 - i. persons appointed or elected to boards, committees and sub-committees
 - ii. volunteers
 - iii. support personnel
 - iv. all Members, including State Centres, SLS Entities, Individual Members, Life Members and members of Members where they may have their own membership categories
 - v. any other person involved in SLS including but not limited to Participants, parents, guardians, spectators, sponsors and licensees and other contracted parties to the fullest extent possible.
- b. **Relevant Organisations** (SLS Entities).
 - i. SLSA and State Centres
 - ii. SLS Entities including all Clubs & Branches.

This Policy will continue to apply to a person, even after they have ceased any involvement (subject to this Policy's terms) with an SLS Entity, if disciplinary action against that person has commenced.

If a person submits allegations against a Member or a report of a breach of policy, against someone who is no longer a Member, that matter may proceed if (and when) the person is a Member at a later date and the Complaint is accepted under Policy 6.06 Complaints Resolution.

3.2 When the policy applies

- a. All Relevant Persons and Relevant Organisations to which this Policy applies must always comply with this Policy (whilst they are a Relevant Person or Relevant Organisation), including:
 - i. in relation to any dealings, they have with Relevant Organisations or their staff, contractors, and representatives
 - ii. when dealing with other Relevant Persons or Relevant Organisations in their capacity as a Relevant Person/Relevant Organisation; and
 - iii. in relation to their Membership or standing as a Relevant Person or Relevant Organisation in general.
- b. The following is not within the scope of this Policy:
 - i. where an interaction (including social media interactions) occurs involving one or more Relevant Persons or Relevant Organisations, and the only link or connection between the interaction and SLS is the fact that one or more individuals are Relevant Persons or Relevant Organisations;
 - ii. where Prohibited Conduct occurs in contravention of this Policy, any subsequent conduct, or interaction(s) that, whilst related to the original Prohibited Conduct, no longer directly relates to SLS (even where such conduct or interaction(s) would otherwise be Prohibited Conduct); and

4 COMMITMENT

- a. All SLS Entities will strive to:
 - i. provide a safe environment for everyone involved in SLS;
 - ii. take an inclusive approach in their activities;
 - iii. be an inclusive organisation dedicated to being open to all members of the Australian community and providing a safe environment for all who choose to participate in SLS; and
 - iv. ensure the health, safety and wellbeing of their Members and CYP in particular.
- b. In delivering on this commitment to the health, safety and wellbeing of all, each SLS Entity takes seriously its positive obligation to educate and inform everyone involved in SLS of each person's responsibilities to:
 - i. protect each other, and particularly CYP; and
 - ii. create and maintain a Member and child-safe culture which is inclusive and safe and is understood, endorsed and put into action by all.
- c. Subject to their respective legislation, rules and human resources (employment) frameworks, all SLS Entities must:
 - i. adopt, implement and comply with this Policy;
 - ii. ensure that the constitution, regulations, by-laws or other rules and policies include the necessary clauses for this Policy to be enforceable;
 - iii. publish, distribute and promote this Policy and the consequences of breaches;
 - iv. promote and model appropriate standards of behaviour at all times;
 - v. implement and/or adopt a complaint management system that includes appropriate policies and procedures, clear lines of responsibility, and appropriate delegations;
 - vi. ensure that a copy of this Policy is available or accessible to the persons and entities to whom this Policy applies;
 - vii. apply the SLS Complaint Resolution Policy in relation to any complaints and to deal with any breaches made under this Policy in a sensitive, fair, timely and confidential manner;
 - viii. apply this Policy consistently;
 - ix. recognise and enforce any penalty imposed by any SLS Entity; and
 - x. monitor and review this Policy regularly.
- d. Individuals bound by this Policy must:
 - i. use all reasonable endeavours to make themselves aware of the contents of this Policy and adopt the practices and behaviour when carrying out their roles;
 - ii. comply with all relevant provisions of the Policy, including any codes of conduct and the steps for making a complaint;
 - iii. consent to the screening requirements set out in this Policy (if any), and any state/territory Working with Children Checks (by whatever name) (**WWCC**) if the person holds or applies for a role that involves regular unsupervised contact with a CYP or where otherwise required by law;

- iv. place the safety and welfare of CYP above other considerations;
 - v. report any abuse or neglect of CYP which they become aware of to SLSA and/or to external authorities responsible for child protection or to police, regardless of whether that abuse is being perpetrated by personnel within SLS, or by those outside SLS including those from the CYP's family, extended family, their family's extended network or strangers. **Any report within SLS must be made via forms.sls.com.au;**
 - vi. be accountable for their behaviour; and
 - vii. comply with any decisions and/or disciplinary measures imposed under or arising from this Policy.
- e. The Code of Conduct in this policy should be read in conjunction with:
- i. the specific requirements of any role as defined in any position description statement, if applicable;
 - ii. relevant policies and procedure documents, including all other policies in SLS' Integrity Framework;
 - iii. the Complaint Resolution Policy;
 - iv. other SLSA policies and guidelines available on the SLSA website including, but not only limited to, SLSA's Privacy Policy;
 - v. all applicable laws in the relevant jurisdiction; and
 - vi. general community expectations in relation to appropriate behaviour.

All SLS Entities will consider a failure to observe the Code as misconduct and may take appropriate disciplinary action in accordance with relevant rules and regulations, including this Policy.

5 BREACHES OF POLICY, PROHIBITED CONDUCT AND COMPLAINTS

5.1 Prohibited Conduct

A Relevant Person or Relevant Organisation commits a breach this Policy when they, either alone or in conjunction with another or others, engage in any of the following conduct against one or more Relevant Persons or Relevant Organisations, in the circumstances outlined in clause 3:

- a. Abuse;
- b. Bullying;
- c. Harassment;
- d. Sexual Misconduct;
- e. Unlawful Discrimination;
- f. Victimisation; or
- g. Vilification.

Annexure A sets out examples of what may constitute Prohibited Conduct under this Policy.

5.2 Breaches of Policy

All SLS Entities encourage everyone in the SLS community to comply with this Policy. Failure to comply with this Policy may be considered a breach and result in disciplinary action in accordance with SLS rules and policies. It is a breach of this Policy for any person or organisation bound by this Policy to do anything contrary to this Policy, including but not limited to:

- a. breaching the Code of Conduct in this Policy;
- b. bringing SLS or any SLS Entity into disrepute, or acting in a manner likely to bring SLS or any SLS Entity into disrepute;
- c. failing to follow the SLS Child Safe Policy;
- d. discriminating against, harassing or bullying (including cyber-bullying) any person;
- e. victimising another person for making or supporting a complaint;
- f. engaging in an inappropriate intimate relationship with a person they supervise or have influence, authority or power over;
- g. verbally or physically assaulting another person, intimidating another person or creating a hostile environment within the sport;
- h. disclosing to any unauthorised person or organisation any information that is of a private, confidential or privileged nature;
- i. making a complaint that they know is not made in good faith or is mischievous, vexatious or knowingly untrue;
- j. failing to comply with a sanction imposed after a finding that the individual or organisation has breached this Policy;
- k. failing to comply with the requirements set out in the Membership Form, including the requirement to disclose any criminal charges and/or convictions that arise at any time whilst a member of an SLS Entity (**Policy 6.16 Criminal Convictions**); and
- l. failing to comply with a direction given to the individual or organisation as part of a disciplinary process.

5.3 Complaints

All SLS Entities are committed to the proper handling of complaints. All SLS Entities will endeavour to deal with complaints in a sensitive, fair, timely and confidential manner.

Every SLS member, employee or contractor of SLSA or an SLS Entity has the right to make a complaint in relation to matters concerning a breach of this policy and/or other relevant SLS policy.

Such complaints must:

- a. not be untrue, vexatious, malicious or improper; and
- b. be properly made and made in good faith; and
- c. be directly related to a matter involving or concerning an SLS Entity or members.

Member Protection Information Officers (MPIOs) must not be responsible for managing/conducting the formal complaints process. MPIOs role is to help with complaints - they should not investigate complaints, but provide information about rights, responsibilities, and options under the member protection policy.

Concerns or queries with respect to this policy can be made to the SLSA National Integrity Manager by submitting a complaint above or through email: integrity@slsa.asn.au.

5.4 Making a Complaint

A complaint can be submitted in accordance with the Complaint Resolution Policy via <http://complaints.sls.com.au/>

SLS Entities are not obliged to accept a complaint and may dismiss a complaint if the SLS Entity reasonably considers the Complaint not to be made in good faith or is mischievous, vexatious or knowingly untrue.

5.5 Provisional Action

Where an SLS Entity reasonably considers conduct by a person:

- a. may result in, or cause, serious criminal charges to be laid against that person; and/or
- b. suggests there is a further or ongoing risk of harm or angst being suffered by one or more Members; and/or
- c. suggests there is a further or ongoing risk of harm, disrepute or prejudice being suffered by SLS; and/or
- d. is not in the best interests of the parties involved, an SLS Entity or SLS;

the SLS Entity may, in its absolute discretion, determine whether any Provisional Action(s) will be imposed.

Provisional Actions include, but are not limited to, the imposition of conditions, immediate stand-down, suspension, restriction of duties, restriction of specific activities and/or locations, restriction of groups with whom they may interact or temporary redeployment of the person, or any other action(s) at the discretion of the SLS Entity. Please note Section 6 below also.

An SLS Entity may impose a Provisional Action(s) at any point if information comes to hand that gives the SLS Entity reasonable cause to believe a Provisional Action(s) should be considered and imposed.

6 CRIMINAL MATTERS

Criminal matters in SLS should be immediately reported to the police in the relevant State and to SLSA and your State Centre. **Policy 6.16 Criminal Convictions** applies in respect to criminal matters involving members and persons involved in, and interactions between, all such persons in the SLS community.

7 MEMBER CODE OF CONDUCT

This Code of Conduct (**Code**) outlines the behaviour expected of, and by, Members and persons involved in, and interactions between, all such persons in the SLS community.

As part of a Member's commitment to observing this Code of Conduct, each Member must acknowledge their commitment to the Code of Conduct.

There may be exceptional situations where the Code does not apply, for example, in an emergency situation. It is crucial however that, where possible, authorisation is sought from the relevant SLS Entity prior to taking action that may contravene the Code or the relevant SLS Entity is advised as soon possible of any incident which may breach the Code.

The Code should be followed at all times and by all Members and all people involved in any way with SLS.

7.1 General

Members and all people involved in any way with SLS will:

- a. respect the rights, dignity and worth of others—treat others as you would like to be treated yourself;

- b. be ethical, considerate, fair, courteous and honest in all dealings with other people and organisations;
- c. be professional in, and accept responsibility for your actions;
- d. be aware of and follow—at all times—SLS rules, regulations, policies and procedures and promote those laws, standards, rules, policies and procedures to others;
- e. raise concerns arising under this Policy through the appropriate channels and report any breaches of the Code or this Policy, in line with the Complaint Resolution Policy via <http://complaints.sls.com.au/>;
- f. refrain from any form of Bullying, Abuse, Harassment, Discrimination and Victimisation towards others;
- g. provide a safe environment for the conduct of activities in accordance with any relevant SLSA policy;
- h. ensure SLS is an inclusive organisation that is open to all who wish to participate regardless of age, gender, disability, cultural and linguistic background or sexual orientation;
- i. provide a safe and nurturing environment for all participating in SLS by actively promoting the principles of equal opportunity, social justice and cultural safety so that all individuals are treated with respect and dignity;
- j. show concern, empathy and caution towards others that may be sick or injured;
- k. strive to be a positive role model to all;
- l. respect and protect confidential information obtained through SLS activities or services; whether individuals and/or organisational information;
- m. maintain the required standard of accreditation and/or licensing of professional competencies, as applicable to the role(s);
- n. ensure that any physical contact with others is appropriate to the situation and necessary for the person's skill development;
- o. refrain from intimate relations with persons over whom you have a position of authority;
- p. maintain a duty of care towards others; and
- q. be impartial and accept responsibility for all actions taken.

7.2 Sexual misconduct and relationships

Under no circumstances should any form of sexual behaviour occur between, with, or in the presence of, any CYP participating in any SLS environment. Engaging in sexual behaviour while participating in SLS services, events, programs or activities is prohibited.

'Sexual behaviour' must be interpreted widely, to encompass the entire range of actions that would reasonably be considered to be sexual in nature, as outlined in **Policy 6.04 Child Safe**.

7.3 Use, possession or supply of alcohol or drugs

Any member, while on duty (patrol), involved in SLS activities/programs, or having supervision of CYP, including overnight stays, must not:

- a. use, possess or be under the influence of an illegal or illicit drug
- b. use or be under the influence of alcohol
- c. be incapacitated by any other legal drug such as prescription or over-the-counter drugs

- d. supply alcohol or drugs (including tobacco) to CYP.

Use of legal drugs other than alcohol is permitted, provided such use does not interfere with a person's ability to patrol, or care for Members involved in SLS' services, programs, events or activities.

Responsible service and consumption of alcohol must apply to any alcohol consumed when a member is off duty. Responsible services might include ensuring that light alcohol and soft drinks always being available. Wherever possible, food might be made available to be consumed when alcohol is available, or transport policies may be adopted. Reasonable consumption of alcohol must be in line with guidance for the reasonable service of alcohol (RSA).

All SLS Entities must adhere to strict guidelines regarding the responsible service and consumption of alcohol and act in accordance with relevant liquor licencing laws and regulations.

7.4 Pregnancy

Pregnant women should be treated with respect, and any unreasonable barriers to their full participation in SLS should be removed. Any Discrimination or Harassment against pregnant women in SLS will not be tolerated. Pregnant women will be required to sign a disclaimer only if all other Participants are required to sign one in similar circumstances.

If a pregnant woman feels she has been harassed or discriminated against on the basis of her pregnancy by another person or organisation bound by this Policy, she may make a complaint either within SLS or to external agencies.

All SLS Entities will take reasonable care to ensure the safety, health and wellbeing of pregnant women and their unborn child(ren). Pregnant women are advised that there may be risks involved and are encouraged to seek medical advice and make themselves aware about them, to then inform them of the potential harm to their health and wellbeing, and that of their unborn child(ren).

7.5 Gender identity

SLS Entities are committed to providing a safe, fun and inclusive environment for all people, including those of diverse sexualities and genders. Being an inclusive organisation not only reflects our core values, but it also reflects the diversity of our local communities.

Any unlawful discrimination, vilification or harassment of a person because of their gender identity will not be tolerated. This includes, but is not limited to forms of homophobia, biphobia, and transphobia. If a person with a diverse gender feels they have been harassed or discriminated against on the basis of their gender identity by another person or organisation bound by this Policy, they may make a complaint either within SLS or to external agencies.

Any form of exclusion from participating in events and activities, towards people of diverse genders, can have significant implications for their health, wellbeing and involvement in community life. An individual's participation in SLS on the basis of the gender with which they identify is supported.

SLSA refers to Sport Australia and the Australian Human Rights Commission's guidelines for the [inclusion of transgender and gender diverse people in sport](#) where clarification is required.

7.6 Smoke free environment

Smoking is now banned in many public spaces, including parks and beaches in some states. Members must not smoke while undertaking SLS duties and must also refrain from the practice when engaged in official SLS events, activities and competitions.

All SLS Entities must adhere to relevant legislation and local government regulations in relation to smoking requirements.

7.7 Cyber Bullying

Bullying and Harassment in all forms is unacceptable. Bullying has the potential to cause great anxiety and distress to the person targeted by hurtful or derogatory comments or statements.

Technologies and communication tools, such as smartphones and social networking platforms, have greatly increased the potential for people to be bullied through unwanted and inappropriate comments. No SLS Entity will tolerate abusive, discriminatory, intimidating or offensive statements being made online. In some cases, Bullying is a punishable criminal offence.

See SLSA's Social Media Policy.

7.8 Social networking platforms

SLS Entities acknowledge the enormous value of social networking platforms, such as Facebook, Instagram and Twitter, to promote SLS and celebrate the achievements and success of the people involved in SLS. All people bound by this Policy must conduct themselves appropriately when using social networking platforms to share information related to SLS.

Social media postings, blogs, status updates and tweets by Members:

- a. must not use offensive, provocative or hateful language or photographs/images;
- b. must not be misleading, false or injure the reputation of another person;
- c. must not portray the uniform or any associate SLS IP in a way that can be seen as negatively impacting the organisation or breaching any SLS Policies;
- d. should respect and maintain the privacy of others; and
- e. should promote SLS in a positive way.

See SLSA's Social Media Policy.

ANNEXURE A – EXAMPLES OF PROHIBITED CONDUCT

1. **Abuse** must be behaviour of a nature and level of seriousness which includes, but is not limited to:
 - a. physical abuse and assault including hitting, slapping, punching, kicking, destroying property, sleep, and food deprivation, forced feeding, unreasonable physical restraint, spitting at another person or biting;
 - b. sexual abuse including rape and assault, using sexually degrading insults, forced sex or sexual acts, deliberately causing pain during sex, unwanted touching or exposure to pornography, sexual jokes, using sex to coerce compliance;
 - c. emotional abuse such as repeated and intentional embarrassment in public, preventing or excluding someone from participating in sport activities, stalking, humiliation, or intimidation;
 - d. verbal abuse such as repeated or severe insults, name calling, criticism, swearing and humiliation, attacks on someone's intelligence, body shaming, or aggressive yelling;
 - e. financial abuse such as restricting access to bank accounts, taking control of finances and money, forbidding someone from working, taking someone's pay and not allowing them to access it;
 - f. neglect of a person's needs.
2. **Bullying** must be behaviour of a nature and level of seriousness which includes, but is not limited to, repeatedly:
 - a. keeping someone out of a group (online or offline);
 - b. acting in an unpleasant way near or towards someone;
 - c. giving nasty looks, making rude gestures, calling names, being rude and impolite, constantly negative and teasing;
 - d. spreading rumours or lies, or misrepresenting someone (i.e. using their social media account to post messages as if it were them);
 - e. 'fooling around', 'messaging about' or other random or supposedly playful conduct that goes too far;
 - f. harassing someone based on their race, sex, religion, gender, or a disability;
 - g. intentionally and repeatedly hurting someone physically;
 - h. intentionally stalking someone; and
 - i. taking advantage of any power over someone else,but does not include legitimate and reasonable:
 - a. management action;
 - b. management processes;
 - c. disciplinary action; or
 - d. allocation of activities in compliance with agreed systems.
3. **Harassment** must be behaviour of a nature and level of seriousness which includes, but is not limited to:
 - a. telling insulting jokes about racial groups;
 - b. sending explicit or sexually suggestive emails or text messages;
 - c. displaying racially offensive or pornographic images or screen savers;
 - d. making derogatory comments or taunts about someone's race;
 - e. asking intrusive questions about someone's personal life, including their sex life;
 - f. sexual harassment or any of the above conduct in the workplace by employers, co-workers, and other workplace participants;
 - g. any of the above conduct in the workplace, based on or linked to a person's disability or the disability of an associate; and
 - h. offensive behaviour based on race or racial hatred, such as something done in public that offends, insults, or humiliates a person or group of people because of their race, colour or nationality or ethnicity.

4. **Sexual Misconduct** is behaviour including, but not limited to:
 - a. unwelcome touching;
 - b. staring or leering;
 - c. suggestive comments or jokes;
 - d. showing or sharing sexually explicit images or pictures;
 - e. unwanted invitations to go out on dates;
 - f. requests for sex;
 - g. intrusive questions about a person's private life or body;
 - h. unnecessary familiarity, such as deliberately brushing up against a person;
 - i. insults or taunts based on sex;
 - j. sexually explicit physical contact;
 - k. sending sexually explicit or suggestive emails, texts, or other electronic/social media messages;
 - l. displaying pornographic images or screen savers;
 - m. asking intrusive questions about someone's personal life, including about their sex life; and
 - n. criminal offences such as rape, indecent or sexual assault, sexual penetration, or relationship with a child under the age of 16 and possession of child pornography.
5. **Unlawful Discrimination** is unfair treatment based on a person's:
 - a. age;
 - b. disability;
 - c. race, colour, nationality, ethnicity, or migrant status;
 - d. sex, pregnancy, marital or relationship status, family responsibilities or breastfeeding; and
 - e. sexual orientation, gender identity or intersex status.
6. **Victimisation** is behaviour including, but not limited to:
 - a. dismissal of an employee/volunteer or disadvantage to their employment/involvement in sport;
 - b. alteration of an employee/volunteer(s) position or duties to their disadvantage;
 - c. discrimination between an employee and other employees;
 - d. repeated failure to select an individual on merit;
 - e. a reduction in future contract value; and
 - f. removal of coaching and other financial and non-financial support.
7. **Vilification** is behaviour including, but not limited to:
 - a. speaking about a person's race or religion in a way that could make other people dislike, hate, or ridicule them;
 - b. publishing claims that a racial or religious group is involved in serious crimes without any evidence in support;
 - c. repeated and serious verbal or physical abuse about the race or religion of another person;
 - d. encouraging violence against people who belong to a particular race or religion, or damaging their property; and
 - e. encouraging people to hate a racial or religious group using flyers, stickers, posters, a speech, or publication, or using websites or email.

