



3HCR – High Country Radio
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SEXUAL HARASSMENT POLICY

Purpose

This policy is intended to provide 3HCR OSCAR members with clear guidelines on 3HCR OSCAR's approach to sexual harassment. 3HCR OSCAR members includes paid staff, volunteers, adult presenters, youth presenters and the Committee of Management.

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.

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. 3HCR OSCAR is an environment free of sexual harassment.
- b. 3HCR OSCAR members are aware of their rights in relation to sexual harassment.
- c. 3HCR OSCAR members are aware of their responsibilities in ensuring 3HCR OSCAR is an environment free of sexual harassment.

Policy Statement

1. 3HCR OSCAR members will not, in any 3HCR OSCAR related context, engage in sexual harassment. 3HCR OSCAR related context may include situations where the relevant persons are:
 - a. present at an event organised by 3HCR OSCAR such as an outside broadcast or social get together.
 - b. at 3HCR OSCAR studios or any other location where an activity coordinated by 3HCR OSCAR is taking place.
 - c. in the immediate surrounds of 3HCR OSCAR studio for the predominant purpose of undertaking 3HCR OSCAR volunteer activities.
 - d. undertaking 3HCR OSCAR education and training programs at a location other than the 3HCR OSCAR studios.
2. 3HCR OSCAR 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 3HCR OSCAR 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. 3HCR OSCAR members will be respectful of underage people involved in 3HCR OSCAR and will be aware of inappropriate relationships between adults and underage people.
7. Key resource

Effectively preventing and responding to sexual harassment: A Code of Practice for Employers by the Australian Human Rights Commission.

www.hreoc.gov.au/sexualharassment/employers_code/COP2008.pdf

Related documents

- 3HCR OSCAR Anti-Discrimination Policy
- 3HCR OSCAR Volunteering Policy