

## Sexual harassment

<b>Category:</b>	Caring for people	<b>Version:</b>	1
<b>Date of Issue:</b>	01-11-08	<b>Contact:</b>	Operations Team Coordinator

### Purpose

To provide guidance on meeting federal and state legislative standards so as to comply with legislation and provide a safe, happy and inclusive workplace and community for all. This policy addresses the key permaculture principle of caring for people.

### Policy

#### Definition

All Northey Street City Farm staff and volunteers have the right to work in a safe environment, free from any form of sexual harassment.

Sexual harassment is any unwanted, unwelcome or uninvited behaviour or a sexual nature which makes a person feel humiliated, intimidated, or offended. Sexual harassment can take many different forms and may include physical contact, verbal comments, jokes, propositions, the display of offensive material or other behaviour which creates a sexually hostile working environment. (Human Rights and Equal Opportunity Commission)

Sexual harassment is not behaviour which is based on mutual attraction, friendship and respect. If the interaction is consensual, welcome and reciprocated, it is not sexual harassment. (Human Rights and Equal Opportunity Commission.)

A person can be harassed by a supervisor, manager, staff member, fellow volunteer or visitor. Harassment is not just unlawful during working hours or in the workplace itself, it is unlawful in any work-related context, including work functions, Christmas parties and field trips.

Harassment is against the law. Legal action can be taken against any employee or volunteer for harassment. The Farm can also be legally liable for harassment that occurs within its area of operations.

### Procedures

1. If the person who feels they are being or have been harassed is able to confront the harasser directly, The Farm supports this informal action. This would be the first option.
2. If confronting the harasser directly is not an option, the person can involve a third person they feel comfortable with (preferably their supervisor or volunteer coordinator) to address the complaint to the harasser in person.
3. If the situation is still not adequately addressed, the next step is to file a complaint under the Conflict Resolution Policy procedures.
4. Depending on the severity of the case, consequences for the harasser can include an apology, transfer, dismissal or other forms of disciplinary action.

