



# **Bowls Victoria Discrimination Policy**

## **Discrimination, Bullying and Sexual Harassment Policy**

Bowls Victoria (BV) is committed to providing opportunities for its representative teams and squad members at its training/selection camps and any other organised activities that are free of any form of discrimination, bullying or sexual harassment and where individuals are treated with respect and dignity. BV will not tolerate either discriminatory, bullying or sexual harassment behaviour under any circumstances.

This policy applies to behaviour occurring at any activities or camps arranged by or on behalf of BV when the behaviour involves committee members, employees, coaches, parents and/or guardians of bowlers and bowlers themselves.

### **Definition**

For the purpose of this policy, discrimination, bullying and sexual harassment are defined as follows:

Discrimination is any unjust or prejudicial treatment of bowlers, their parents or guardians, or of committee members, coaches or volunteers prospective made on the basis of race, colour, gender, sexual orientation, religion, political opinion or on any other basis that a reasonable person would interpret as discriminatory.

Bullying is repeated behaviour directed toward a person or group of people that a reasonable person, having regard to all the circumstances, would expect to victimise, humiliate, undermine or threaten that person or group.

Sexual harassment is defined as behaviour that has a sexual element, that is unwelcome and that a reasonable person would judge as offensive, intimidating or humiliating to the person to whom it is directed. Behaviour constituting sexual harassment can take many different forms, including, but not limited to, unwelcome physical contact, or sexual comments, social media posts, jokes and propositions. The behaviour may be a single incident or repeated. It may be explicit or implicit, verbal or non-verbal. Although the intent may vary, if it is unwelcome and/or the effect is to offend, humiliate or intimidate, the behaviour will be defined as harassment.

### **Responsibilities**

BV will take all reasonable steps to prevent discrimination and sexual harassment and for ensuring its position is widely known by all those participating in representative team and squad training camps and any other activities. BV will ensure that appropriate procedures are identified to handle complaints of discrimination, bullying and sexual harassment. BV will promote an awareness and understanding of this policy by:

- Referring representative team and squad participants to information available on the BV website.

- Encouraging reporting of discrimination, bullying and sexual harassment, regardless of who the offender might be.
- Complaints will be treated confidentially, in an impartial, sensitive, fair and timely manner. Information and support will be available in cases of discrimination, bullying or sexual harassment.
- This policy and its procedures will be monitored and reviewed regularly.

### **Disciplinary Action**

BV may take disciplinary action against a person(s) who is found to be in breach of this policy. Disciplinary action may also be taken against a person who victimises another person who has complained of discrimination, bullying or sexual harassment.

The discipline will depend on the severity of the case and may involve an apology, suspension from participating in representative teams and/or squad activities of any type, or where appropriate any other form of action.

### **Confidentiality**

BV will keep confidential the names and details relating to complaints of discrimination, bullying or sexual harassment.

### **Complaint Procedures**

Effective complaint procedures offer a range of options for dealing with discrimination, bullying or sexual harassment. BV recognises that natural justice is the minimum standard of fairness to be applied in the investigation and adjudication of a dispute. A complaint may be handled in a variety of ways. BV recognises that, as complex and highly sensitive matters, discrimination, bullying and sexual harassment are best dealt with informally with the aim of minimising any damaging effects.

If an informal resolution is not possible it may be necessary to resort to formal procedures to resolve the complaint.

BV encourages individuals who experience discrimination, bullying or sexual harassment to inform the person that the behaviour is unwelcome, unacceptable, contrary to policy and to ask that the behaviour stop.

Individuals are advised to keep notes documenting occurrences of the behaviour including time, place and any witnesses. If the complainant chooses not to confront the person or if confronting the person fails to stop the behaviour, then the matter should be brought to the attention of BV by email or telephone enquiry (Details below). BV will then nominate a complaint officer as a first point-of-contact, to serve in an unbiased/impartial capacity to listen to the complaint, offer support and provide advice on procedures.

BV recognises the importance of providing a choice of reporting mechanisms so that anyone with a complaint feels comfortable to come forward and discuss or report an incident. It is the right of the complainant to decide to proceed with a complaint and to choose who to contact in the first instance.

**Rights at law**

This policy is not intended to limit the rights of either party to settle a complaint between them by access to legal advice and procedures. BV reserves the right to direct the parties to seek mediation and/or legal redress between themselves where BV has been unable or is unwilling to facilitate a resolution.

Graeme Bridge  
**CHIEF EXECUTIVE**

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