



*G r e y h o u n d*  
**RACING SA**

## **Harassment Policy**

### **Policy Statement**

Greyhound Racing SA aims to attract and reward the best people to its workplace, and at the same time commits to providing a safe and productive work environment for its staff, free from any form of harassment.

Harassment by or toward staff of Greyhound Racing SA, its contractors, suppliers or customers is deemed an unacceptable form of behaviour, and will not be tolerated under any circumstances.

Not only is harassment unacceptable, but also unlawful pursuant to state legislation (Equal Opportunity Act 1984), and federal legislation (Sex Discrimination Act 1984, Racial Discrimination Act 1975, Disability Discrimination Act 1992, Human Rights & Equal Opportunity Commission Act 1986).

Therefore, it is the responsibility of Greyhound Racing SA to provide a harassment free working environment. Furthermore, all complaints are treated confidentially, seriously and sympathetically, and appropriate action is taken whenever harassment has occurred. Disciplinary action will be taken against anyone found to have harassed another staff member.

No staff member will be penalised or disadvantaged as a result of raising concerns or complaints in relation to harassment.

### **What is harassment?**

Harassment is a type of discrimination, which can take many forms. It can incorporate behaviour, actions or comments that are unwelcome and causes a person to feel offended, humiliated or intimidated. Harassment related to one of the following grounds is deemed unlawful –

- Age
- Sex
- Sexual activity and preferences
- Physical or intellectual impairment
- Marital status (including defacto relationships)
- Pregnancy
- Race
- Religious beliefs
- Political beliefs
- Parental status
- Irrelevant criminal conviction(s)

Workplace “bullying” involves the persistent ill treatment of an individual at work by one or more other persons. It does not only involve physical ill treatment, but also verbal abuse, threats, sarcasm, ostracism and sabotage.

Harassment may be seen to have occurred if the behaviour makes the victim feel –

- Offended or humiliated
- Intimidated or frightened, and/or
- Uncomfortable at work

### **What is sexual harassment?**

Sexual harassment covers many forms of unwelcomed behaviour of a sexual nature, or having sexual connotations. These are some of the forms that sexual harassment can take –

- Unwelcome touching or kissing in a sexual way
- Repeated comments or jokes, leering or staring, that are sexually suggestive
- Sexually explicit pictures, objects or reading matter
- Direct or implied sexual propositions, or unwelcome requests for dates
- Intrusive questions about sexual activity
- Abusing a position of power to try to obtain sexual favours

The key word is unwelcome. If any of the above behaviours are unwelcome, and it is reasonable for the person to whom it is directed to feel offended, humiliated or intimidated, then it is sexual harassment – regardless of the intentions of the person enacting the behaviour.

Sexual harassment should not be confused with sexual attraction. It has nothing to do with mutual attraction or friendship. More often, sexual harassment has little to do with sex, rather one person exercising power over another.

Sexual harassment can occur between –

- Employer and employee (or potential employee)
- Employee and employee, or
- Employer/employee and client

Greyhound Racing SA recognises that comments and behaviour which do not offend one person can offend another. Greyhound Racing SA accepts that individuals may react differently and expects this right to be generally respected.

### **Report and complaint procedures**

Do not ignore the harassment, as this could be perceived as being taken as tacit consent. Inform the offender that the behaviour is offensive and unacceptable against the policy. If you are unable to stop the behaviour yourself, then assistance through a report or complaint may be required.

People who will be able to assist you are your manager or supervisor, or the Chief Executive Officer’s Personal Assistant, who has been appointed as Harassment Contact Officer specifically because, in some cases, discussing the matter with your manager or supervisor is not appropriate.

Further independent advice may be obtained through –

The Office of the Commissioner for Equal Opportunity  
GPO Box 464  
ADELAIDE SA 5001

Telephone: 8207 1977  
Freecall: 1800 188 163

### **Handling of complaints**

Any harassment complaints or reports will be treated quickly, seriously and sympathetically. They will be investigated thoroughly, impartially and confidentially. Managers, supervisors and the harassment Contact Officer must act immediately on any reports of harassment.

Staff will not be disadvantaged in their employment conditions or opportunities as a result of lodging a complaint. Appropriate action will be taken, where necessary, against anyone including staff or independent contractors, who are found to have harassed a coworker, or any other person, during the course of their employment.

### **Organisational commitment**

The emphasis is placed on attracting and rewarding the best people to Greyhound Racing SA. In turn, a commitment is made to provide an environment that is safe and free of harassment.

This harassment policy has the full support and commitment of the Board and Management of Greyhound Racing SA.