



Surfing Mums Inc. Anti-Discrimination Policy

Surfing Mums Inc. is committed in all areas to providing an environment that is free from harassment. The Association believes that all members should be able to participate in an environment free of discrimination, victimisation, sexual harassment and vilification. We consider these behaviours unacceptable and they will not be tolerated under any circumstances. All employees, volunteers and association members are expected and required to abide by this policy.

1. Victimisation because a person has made a complaint, agreed to be a witness or has had a complaint made against them is against the law.
2. Sexual harassment is prohibited under both state legislation and the federal *Sex Discrimination Act 1984*.
3. Vilification on the basis of a person's race, religion, gender identity or sexuality is also unlawful.
4. Federal anti-discrimination legislation prohibits discrimination on the basis of criminal record, medical record or social origin.
5. Any reports of discrimination, victimisation, sexual harassment and vilification will be treated seriously and investigated promptly, confidentially and impartially.
6. If a member feels that he or she has been harassed on the basis of his or her sex, race, national origin, ethnic background, or any other legally protected characteristic they should immediately report the matter to his or her group coordinator. If that person is not available, or if the employee feels it would be unproductive to inform that person, the member should immediately contact the Association secretary. Once the matter has been reported it will be promptly investigated and any necessary corrective action will be taken where appropriate. All complaints of unlawful harassment will be handled in as discreet and confidential a manner as is possible under the circumstances.
7. The procedure for reporting incidents of harassing behavior is not intended to impair, replace, or limit the right of any member to seek a remedy under available state or federal law by immediately reporting the matter to the appropriate state or federal agency.
8. Any member who discriminates against, victimises, sexually harasses or vilifies a co-member will be subject to disciplinary action, including the possible termination of membership.