



Current as at 26/03/09

Statement of Commitment

Perth Roller Derby (PRD) is committed to providing skaters with an environment free from intimidation, threat, offence and humiliation. PRD will not tolerate any type of harassment. Everybody should feel free and comfortable while involved in our activities and certain that any differences are respected. To provide this, we must be free from all types of harassment and any behaviour that is unwanted by another person.

To meet this commitment, all league members and associates will be guided by this policy and others of the organisation, such as the Code of Conduct and Mission Statement, and any relevant federal and state legislation such as the Sex Discrimination Act, Racial Discrimination Act and Western Australia Equal Opportunity Act and by the implementation of proper grievance handling practices.

No individual will be victimised for speaking out about or against harassment in Perth Roller Derby.

Policy

Harassment is not and will not be tolerated under any circumstances. Harassment is any form of behaviour that is unwanted, i.e. any behaviour that humiliates, threatens, offends or intimidates another person. It is against the law if this behaviour is based on a person's race, colour, national or ethnic origin; sex, pregnancy or marital status; gender history; age; disability, impairment or illness (including HIV/AIDS status); religious or political conviction; sexual preference; and/or that of any of their friends or associates.

Skaters and associates should feel confident to complain about harassment without any reservations.

All harassment cases will be investigated and taken seriously and incidents will be dealt with quickly, fairly, impartially, privately and confidentially.

Procedures

Perth Roller Derby has appointed a Grievance Resolution Committee for members to notify with their concerns. The Grievance Resolution Committee must deal with the matter in a timely and impartial manner. If the member(s) is/are unsatisfied with the decision or actions of the Grievance Resolution Committee, they or their representative may request the matter to be dealt with by the Board directly. PRD takes harassment matters seriously and those found in violation of the Harassment Policy may face disciplinary action or expulsion. PRD takes similarly strong action in the case of false accusations of harassment.