



NMCA

POLICY

NMCA POLICY - HARASSMENT AND DISCRIMINATION

The North Metro Cricket Association is strongly committed to the health, safety and well-being of all its members and participants and is dedicated to providing an environment free of Harassment and Discrimination.

1. Harassment is any behaviour by a person or organisation which is offensive, abusive, belittling or threatening and which is directed at a person or group of people because of a particular characteristic of that person or group of people. The behaviour must be unwelcome and the sort of behaviour a reasonable person would recognise as being unwelcome and likely to cause the recipient to feel offended, humiliated or intimidated. Whether or not the behaviour is Harassment is to be determined from the point of view of the person receiving the Harassment.
2. **Harassment includes:**
 - i. Sexual Harassment
 - ii. Racial Harassment
 - iii. Sexuality Harassment
 - iv. Disability Harassment
 - v. Abuse
 - vi. Vilification
 - vii. Discrimination
3. **Sexual Harassment includes:**
 - i. an unwelcome sexual advance; or
 - ii. an unwelcome request for sexual favours; or
 - iii. unwelcome conduct of a sexual nature (including a statement, orally or in writing, of a sexual nature).
4. Racial Harassment includes harassment based on colour, descent, national or ethnic origin, cultural activity and sometime religion.
5. Disability Harassment includes harassment based on physical, mental or psychological disability or harassment of an associate or aide of a person with a disability.
6. Some forms of Abuse may constitute a criminal offence, for example assault and child abuse. If you believe that a criminal offence may have been committed you should seek legal advice and/or notify the police.
7. Vilification involves a person inciting hatred towards, serious contempt for, or severe ridicule of, a person or group of persons by public act. Public acts that may amount to vilification include any form of communication to the public and any conduct observable by the public.
8. Discrimination is treating or proposing to treat a person less favourably than someone else in certain areas of public life on the basis of an attribute or personal characteristic they have.

PLEASE NOTE: THIS IS AN EXTRACT OF THE POLICY. CONTACT THE ASSOCIATION TO VIEW THE COMPLETE POLICY