

Scope and Purpose of Policy

This policy applies to all employees, contractors, volunteers, suppliers and industry participants.

Sexual harassment is unlawful under the *Equal Opportunity Act 1984 (SA)* and the *Sex Discrimination Act 1984 (Cth)*.

GRSA is committed to preventing sexual harassment in the workplace. Employees have a legal obligation to refrain from engaging in sexual harassment.

The purpose of this policy is to ensure that persons to whom this policy applies are aware of and ensure compliance with GRSA's requirements and their own personal obligations under the above legislation.

This policy applies to:

- activities in connection with work, even if it occurs outside normal working hours;
- work activities, for example when dealing with industry participants;
- work-related events for example at conferences and work-related social functions;
- social media where workers interact with colleagues or industry participants and the actions may affect them either directly or indirectly.

Definitions

Sexual harassment refers to any unwanted, unwelcome or uninvited behaviour of a sexual nature that results in a person feeling humiliated, intimidated or offended, and under the circumstances, it would be reasonable for them to feel this way.

Examples of sexual harassment

Sexual harassment may include:

- uninvited touching or fondling;
- uninvited kisses or embraces;
- making promises or threats in return for sexual favours;
- sexually explicit conversation;
- offensive phone calls or letters;
- stalking;
- offensive e-mail messages or computer screen savers;
- demands that revealing clothing be worn;
- sexual assault;
- obscene telephone calls;
- sexual jokes or innuendos;
- unwelcome comments about a person's sex life or physical appearance;
- sexual propositions or continual requests for dates;
- displays of sexually graphic material or pornography including posters, pin ups, cartoons, graffiti or messages left on notice boards, desks or any other public area;
- "flashing" or sexual gestures;
- sex-based insults, taunts, teasing or name-calling;
- staring or leering at a person or at parts of their body;
- unwelcome physical contact such as massaging a person without invitation or deliberately brushing up against them.
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If any person is unsure about whether particular conduct may constitute unlawful sexual harassment then they should contact their manager/supervisor or the Chief Financial Officer.

Employee Responsibilities

GRSA is committed to providing employees with a safe work environment that is free from sexual harassment.

Sexual harassment by or towards any employee, contractor, supplier, industry participant or visitor in any work related context will not be tolerated by GRSA under any circumstances.

Employees must:

- behave in a responsible and professional manner;
- treat others in the workplace with courtesy and respect;
- listen and respond appropriately to the views and concerns of others;
- be fair and honest in their dealings with others.

GRSA recognises that comments or behaviour which may not offend one person may be unwelcome or offensive to others.

Complaints Regarding Sexual Harassment

If any employee feels that they have been sexually harassed, they may make a complaint in accordance with GRSA's Grievance and Complaints Handling Policy.

Consequences of a Breach of this Policy

GRSA considers any form of sexual harassment to be a serious breach of this policy. Any employee who engages in conduct which amounts to sexual harassment or who in any way condones sexual harassment may be subject to disciplinary action, up to and including dismissal. Any other person who is found to have breached this policy may be subject to disciplinary or other action, including as may be prescribed by the GRSA Participants Code of Conduct and/or the Greyhounds Australasia Rules (as amended from time to time).

In certain circumstances, an act of sexual harassment may constitute a criminal offence. GRSA will report any such instances to the appropriate authorities.

Related Policies

This policy should be read in conjunction with other GRSA policies including:

- Grievance and Complaints Handling Policy;
- Participants Code of Conduct;
- Workplace Bullying & Harassment Policy.