



# NAPIER RSA

## RACIAL HARRASSMENT POLICY

Racial harassment is illegal in NZ and will not be tolerated by this club. Under the Employment Relations Act 2000: Management will take appropriate action against any staff members who offend. A proven case of racial harassment will be treated as serious misconduct and may result in the dismissal of the staff member against whom such a case is proven. Likewise, the Club will take action against Management should a case of racial harassment of a staff member be proven against them.

It should be noted by all Members of the Club that racial harassment is also illegal under the terms of Human Rights Act 1933, and the Club will take strong action against any Member against whom a case of racial harassment is proven.

Racial harassment is verbal or physical behaviour of a racial nature by one or more persons towards another person or persons. It includes language (whether written or spoken), visual material, or physical behaviour that directly, or indirectly:

- Expresses hostility against, or brings into contempt or ridicule, a staff member, a club member, visitor or guest on the grounds of race, colour, ethnic or national origins.
- Is hurtful or offensive to a staff member, club member, visitor or guest.
- Has either through its nature or through reception, a detrimental effect on a staff member's employment, job performance or job satisfaction.
- Has either through its nature or through repetition a detrimental effect on a club member's, guest's or visitor's right to the quiet enjoyment of the Club's facilities and events.

Management, staff and club members are reminded that what may seem an inoffensive joke or comment of a racial nature can be offensive to the other party, particularly if it is persistent.

Where comments against a particular nationality such as Irish, Australian, British or Indian can appear to be little more than light hearted banter, they can be seen as offensive. Please take care as the Club, in line with the Law, will not take an excuse of "innocent banter" as a justification for racial harassment.