



NAPIER RSA

SEXUAL HARASSMENT

Sexual harassment is illegal in NZ and will not be tolerated in this Club. Management will take appropriate action against those Staff or Club Members who offend.

Sexual harassment is verbal or physical behaviour of a sexual nature by one or more persons towards another person or persons. It includes the misuse of visual or written material.

Examples of sexual harassment are as follows:

- Sexually/offensive verbal comments of a personal nature
- Sexual or smutty jokes
- Repeated comments or teasing about someone's alleged sexual activities or private life
- Persistent unwelcome social invitations or telephone calls from work mates at work or at home
- Following some one home from work
- Offensive hand or body gestures
- Physical contact – patting, pinching, touching or putting an arm around another persons body
- Provocative posters with a sexual connotation
- Sexual assault and rape

Behaviour of a sexual nature must be unwelcome, or offensive to the employee, or club member and persistent enough, or sufficiently serious, to have a detrimental effect on the employee's employment, job performance or job satisfaction: or the club members quiet enjoyment of the club facilities.

Sexual harassment is prohibited by sections 62 and 69 of the Human Rights Act 1993 and is grounds for a personal grievance under section 108 of the Employment Relations Act 2000.

If any staff or club member feels he or she is being harassed, relevant information or advice may be obtained from our Harassment Officer in the strictest confidence. You will not be required to make a complaint if you do not wish to.

Sexual harassment is legally and socially unacceptable and this Club is committed to taking steps to prevent it. We are committed to providing a better environment for all our staff, and for all our Club Members and their guests.