



# THREE KINGS UNITED FOOTBALL CLUB INC.

## Three Kings United Football Club

### Anti-Harassment Policy

Harassment, including sexual or racial harassment, is unwelcome, unsolicited and unreciprocated behaviour by a person or group, which may offend, humiliate or intimidate another.

Harassment can take different forms including oral, written, physical or other non-verbal forms.

Such behaviours are considered harassment when they are repeated of such a significant nature that they have a detrimental effect on the recipient's ability to engage in normal activities within the club environment.

#### **Informal Resolution**

The member should appropriately make the person aware that the behaviour of material is unwelcome and/or offensive in the first instance.

For more serious issues, or if it is too difficult to inform the person, or if the unacceptable behaviour continues, the member should report the complaint to a contact person / team coach or manager and/or club representative.

Where the complainant wishes, the contact person / team coach or manager and/or club representative may speak to the alleged harasser on their behalf.

This may result in issues being resolved, or mediation or reconciliation may be suggested as an option.

Mediation should treat the complaint not as an offence but as a breakdown in a relationship. The aim of mediation is not to establish whether the harassment allegations are true, or to apportion blame, or to supply justice for a wronged person.

Rather the mediation focuses on repairing the relationship, especially forging an agreement between the parties over how they will act towards each other in the future.

The person selected to carry out the mediation/reconciliation shall be agreed to by both parties.