HARASSMENT-FREE POLICY

PURPOSE

Hamilton Cricket Association (HCA) is committed to providing an environment where all people involved with Cricket (Players, employees, volunteers and contractors) are treated with respect and dignity enabling them to contribute and participate to their full potential.

This policy covers all situations relevant to the HCA including matches, training, meetings, conferences, travel, social events, etc.

HARASSMENT

Harassment is any unwelcome comment, conduct or gesture directed toward an individual, or group of individuals which is insulting, intimidating, humiliating, malicious, degrading or offensive, and is either repeated or of such a significant nature, that it adversely affects someone's performance, contribution, enjoyment or the HCA environment in general.

Harassment may be focused on an individual's or group's race, colour, gender, physical characteristics, sexual orientation or any other distinguishing characteristic. Sexual harassment is any unwelcome behaviour of a sexual nature.

In most cases, harassment is an attempt by one person to inappropriately exert power over another person. Harassment ranges from mild conduct such as gestures or comments to conduct which may be physical, forceful and violent.

LEGAL LIABILITY

Harassment is a form of discrimination. Sexual and racial harassment is illegal under the Human Rights Act 1993 for both paid and unpaid employees. Sexual harassment is specifically included in the Employment Relations Act 2000 which covers paid employees. Harassment such as assault is also a criminal offence.

Under the Human Rights Act and the Employment Contracts Act, it is generally the employer who is held liable for harassment. Implementing this policy to prevent harassment and/or deal promptly with complaints is required in order to demonstrate that the organisation is acting as a responsible employer.

POLICY STATEMENT

Harassment will not be tolerated in any HCA situation.

Anyone who feels they have been subjected to harassment OR has observed harassment should report it to a Board Member.

The HCA will respond promptly, appropriately and fairly to all complaints at all times respecting the rights and privacy of all parties.

Where appropriate Harassment complaints will be dealt with under the HCA code of conduct. If the code of conduct is insufficient to deal with the complaint, then the board may take extraordinary measures to ensure the wellbeing of the complainant.

RESPONSIBILITIES

The HCA Board is responsible for;

- Taking all reasonable steps to prevent harassment.
- For ensuring this policy is read and understood by all employees and volunteers.
- Ensuring that people affected by harassment can safely and easily make a complaint.