

## SEXUAL HARASSMENT POLICY

WT&MC prides itself in the relaxed and informal atmosphere in which members participate in activities. However, as a participant (male or female) in club activities you have the right to expect that this atmosphere should be free of any sexual harassment.

WT&MC will not tolerate behaviour amounting to sexual harassment within the Club's domain of activities.

The Club has devised and will maintain a framework for resolving complaints of sexual harassment, within the Club where possible, that is flexible, fair and user friendly for those in need of support.

### *What is Sexual Harassment?*

For WT&MC's purposes sexual harassment is - any unsolicited behaviour of a sexual nature which a person feels is personally offensive and unwelcome, and which distresses, or makes that person feel uncomfortable.

It includes:

- sex orientated jibes or abuse;
- offensive gestures or comment;
- unwanted and unnecessary physical contact;
- requests for sexual favours.

It does not include:

- genuine compliments about appearance;
- friendly repartee.

The essential elements are that the behaviour is unwanted and offensive to the person concerned.

### *Complaints*

Because accusations of sexual harassment have serious consequences, WT&MC encourages informal resolution of complaints where appropriate. The exception to this is where the behaviour concerned may amount to a criminal offence or involves sexual abuse (see below).

Your first step should be to make it clear to the person responsible for the behaviour that it is unwelcome and unacceptable. If the behaviour continues, or is of such an upsetting nature that confrontation is not possible, you should contact a complaints officer.

The Club has nominated a male and female club member as complaints officers. They may or may not be a member of the General Committee. Their role is to hear your complaint and offer you advice in strict confidence. They will be able to advise you of how your complaint will be dealt with by the Club and the range of options available for resolving the complaint.

### *Criminal Conduct or Sexual Abuse*

If you have been the subject of behaviour that constitutes a criminal offence (i.e. Sexual violation, assault, sexual abuse of a child) or have witnessed such behaviour on a club activity and you have decided to make a complaint, your first step should be to contact the Police.

The Club would also appreciate being informed directly via a complaints officer if a complaint has been made to the Police. This helps ensure that others participating in club activities are not placed at further risk.

### *Confidentiality*

All communication between a complainant, the person subject of the complaint, complaints officers and General Committee members dealing with the complaint shall be kept in strictest confidence.

The exception to the above is where in the event of expulsion of or restrictions on Club activities of a member as a result of a complaint the identity of that person will not be revealed except for as is necessary for the enforcement of that expulsion or restriction, and where disclosure is necessary to prevent harm coming to others.