

SDTTA Anti-Harassment Policy		Approval Date:	16/10/23
		Review Date:	17/1/24
		Version No:	
President:	Sign: <i>[Signature]</i>	Name	LUKE FISHER
Vice-President:	Sign: <i>[Signature]</i>	Name	RICHARD MIELCZAREK

PURPOSE

To ensure that all Committee Members, players, coaches, officials, volunteers and spectators associated with Sunbury and District Table Tennis Association enjoy an environment free from harassment of any kind including sexual harassment.

POLICY

Harassment of any kind is not acceptable at Sunbury and District Table Tennis Association and complaints related to behaviour of this nature will be treated as serious and will be dealt with promptly, confidentially and impartially by the Committee or chosen independent party. No person who lodges a complaint with respect to harassment will be disadvantaged because they have made the complaint. This policy is to align with the Occupational Health and Safety Act 2004 (OHS Act).

PROCEDURES

- Complaints relating to harassment will be dealt with as most serious and may require the involvement of an independent mediator, or the police in the case of a criminal offence
- Internally, formal complaints will be received by the President (unless the complaint directly concerns the President)
- On receiving a complaint the President will decide whether
 - they are the most appropriate person to receive and handle the complaint;
 - the nature and seriousness of the complaint warrants a formal resolution procedure;
 - to refer the matter to the police or other appropriate authority; and/or
 - to implement any interim arrangements that will apply until the complaint process set out in these Procedures is completed.

Advise the president or match secretary as soon as possible and any complaints and concerns should be made ideally within a month of the alleged incident.

Email: sunburytabletennis@gmail.com

All offences related to the aforementioned statement will be reported to the Club Committee and may lead to disciplinary sanctions including deduction of match points, suspension or Expulsion of the player from the Club.

The policy will be reviewed annually and formally adopted by the Club Committee.