



Celtic Sports

Harassment Policy

Celtic Sports believes every member should be committed to providing a work and sport environment free from harassment, and one in which harassment is not tolerated. Any harassment of a member of the Celtic Sports community, by another member or an external source, is not acceptable and Celtic Sports encourages the reporting of all incidents, of such harassment, to the appropriate authorities immediately.

Harassment, What Is It?

Harassment consists of offensive, abusive, belittling or threatening behaviour directed at a person or group usually because they are different or perceived to be different by the harasser. The difference may be gender, race, disability, sexual orientation, age, power (relative to the harasser) or some other feature. It is behaviour which is unwelcome and which would be reasonably expected to cause distress to the person or group it is directed towards.

Harassment is an abuse of power particularly relevant in the coach/player relationship. Coaches have considerable personal power over a player. As all forms of harassment have, at their centre, the exploitation of a power differential, the coach/player relationship can be a cause for concern. Legally, an act of harassment is prohibited by anti-discrimination laws of each State and Territory, as well as Commonwealth legislation which includes:

- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Disability Discrimination Act 1992.

PREVALENT FORMS OF HARASSMENT

Behaviour that has a sexual element which is unwelcome, and that can be reasonably expected, in the circumstances in which it occurs, to offend, humiliate or intimidate the person or group it is directed towards. Sexual harassment may involve physical contact, verbal remarks or non verbal conduct of a sexual nature and may be explicit or implicit. It can take many forms, including:

- Uninvited touching, etc.
- Lewd jokes and comments.
- Propositions, promises or threats in return for sexual favours.
- Constant inappropriate references to sexual matters, persistent or intrusive questions about people's private lives, the display of sexually explicit material or through the use of offensive e-mail messages.
- Sex based insults or taunts.

Acts of sexual harassment that include indecent exposure, sexual assault, obscene telephone calls or letters, are criminal offences and should be reported to the police.

It should be noted, behaviour that may be acceptable socially, or privately, could well be inappropriate in a sporting context.

Behaviour directed at a person simply because of his or her sex. In the sporting environment, the harassment may take the form of:

- Sex based insults and taunts.
- Comments that a person cannot or should not participate in Celtic Sports activities or do a particular job within the club because of biological or emotional differences allegedly affecting their capacity to do so.
- Displays and behaviour which sets out to offend or exclude men or women from participating or a particular area of the club (eg. change rooms).

Behaviour that is directed towards those who look different, have English as a second language or belong to a particular culture or religion. In the sporting environment, the harassment may take the form of:

- Denigrating jokes.
- Comments about family life or dietary habits.
- Inferences that all members of a racial or cultural group have a particular negative characteristic, such as laziness, drunkenness, greed or sexual promiscuity.

Behaviour that is directed towards homosexual or bisexual people or people assumed to be homosexual or bisexual.

In the sporting environment, the harassment may take the form of taunts and negative comments about:

- Sexual orientation.
- Assumed sexual practices.
- Assumed HIV/AIDS infection.

Severe cases can mean threats and violence against an individual.

CONSEQUENCES OF HARASSMENT

- Diminish the reputation and image in the community.
- Create a hostile or unpleasant environment.
- Increase the liability, insurance and legal costs.
- Create low morale.
- Increase turnover of staff, volunteers and players.
- Interfere with and affect an individual's health.
- Reduce productivity and effectiveness.
- Reduce job and playing opportunities.
- Undermine self esteem.
- Diminish work, academic and athletic performance.
- Result in complete withdrawal from Celtic Sports and related social activities.

GUIDELINES TO PROTECT MEMBERS

- The member is encouraged to avoid behaviours that may be deemed to be harassment.
 - The member is encouraged to recognise the uniqueness of individuals and treat them as they would wish to be treated.
 - The member has a responsibility to curtail, or at the very least report, any act of harassment they may witness.
 - Those members, in positions of power, need to appreciate the power they possess, and not use it to influence others, such that, harassment may occur.

Note: Harassment in the Sporting environment must not be confused with legitimate comment and advice (including relevant negative comment or feedback) of coaches or

managers on player performance or sport related behaviour. Feedback differs from harassment in that it is intended to assist the player in improving their performance or standard of behaviour.