

EQUAL OPPORTUNITY – DISCRIMINATION – SEXUAL HARASSMENT

&

BULLYING



All attendees of this Gym must at all times adhere to this policy to uphold our organisation's value with integrity. All attendees visiting our establishment is expected to have read & understood our policies & comply when onsite to create a safe and inclusive environment, regardless of experience and or background.

Equal opportunity

OUR organisation in line with our values and purpose strives to offer equal opportunity for all members represented within our community. This is practiced in line with our guiding principles and legal obligations represented in the QLD workplace health and safety act. Selection into roles & as a professional competitor etc is based on skills, knowledge and abilities, and the specific requirements needed to fulfil these responsibilities.

Discrimination

OUR organisation in line with our values and purpose is committed in creating an environment which is free from discrimination and where all community members are treated with dignity, courtesy and respect.

What is discrimination?

Direct discrimination occurs when a person (or a group of people) is singled out for worse treatment, compared to others in similar circumstances, because of one or more of the attributes. Direct discrimination may involve:

Making offensive 'jokes' about another's, racial or ethnic background, sex, sexuality, age or impairment.

Expressing negative stereotypes about groups or using stereotypes as a basis for decisions

e.g. 'Women with young children shouldn't participate.' or 'Older members can't learn new skills.'

Indirect discrimination occurs when one rule applies to all, but in fact disadvantages a person (or group of people) because they are unable, or less able to comply with the rule because they have an attribute. The fact that the disadvantage was not intended is not an excuse.

Sexual harassment

OUR organisation in line with our values and purpose has zero tolerance towards Sexual harassment and any form of unwelcome sexual attention that might offend, humiliate or intimidate the other person and may be experienced by women or men. It includes uninvited touching or physical contact; leering at a person or at parts of their body; talking about your sex life or asking about another person's sex life; sexual jokes or propositions; sexually offensive communications (phone, email, SMS or other social media.)

Sexual harassment is against the law wherever and whenever it occurs. We do not tolerate sexual harassment in our organisation.

Sexual harassment does not have to be repeated or continuous to be against the law. Some actions or remarks are so offensive that they constitute sexual harassment in themselves, even if they are not repeated. Other single incidents, such as an unwanted invitation or compliment, may not be sexual harassment. Some forms of sexual harassment, such as assault, physical molestation, stalking, sexual assault and indecent exposure, are also criminal offences.

The person being harassed does not need to say that the behaviour is unwelcome. Many people find it difficult to speak up. All community members are responsible for their own behaviour. If you think the behaviour may offend, then don't do it.

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Bullying

OUR organisation in line with our values and purpose has zero tolerance towards any form of bullying.

Bullying is defined as repeated and unreasonable behaviour directed towards a peer or a group of peers, that creates a risk to health and safety and wellbeing.

Repeated behaviour refers to the persistent nature of the behaviour and can involve a range of behaviours over time.

Unreasonable behaviour means behaviour that a reasonable person, having considered the circumstances, would see as unreasonable, including behaviour that is victimising, humiliating, intimidating or threatening.

Examples of behaviour, whether intentional or unintentional, that may be deemed bullying if they are repeated, unreasonable and creates a risk to health and safety include but are not limited to:

- Abusive, insulting or offensive language or comments
- Unjustified criticism or complaints
- Deliberately excluding someone from activities
- Spreading misinformation or malicious rumours

Any breaches to the above policies should be reported immediately via email to the organisation and its leaders.