

3mFM SEXUAL HARRASSMENT POLICY

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Signature:

Position Held:

Purpose

3mFM staff and volunteers have the right to an environment free of sexual harassment and have the responsibility to help prevent it. Sexual harassment is unacceptable and will not be tolerated.

Guidelines

Sexual Harassment can be such things as:

- Sexually offensive staring, leering or gesturing
- Sex orientated verbal suggestions
- Sexually based jokes or innuendo directed at an individual
- Displays of erotic pictures or publications
- Offensive telephone calls
- Physical conduct of a sexual nature such as brushing up against a person unnecessarily
- Request for sexual favours
- Indecent assault or rape

Sexual harassment

- Is different from sexual attraction based on feelings, mutual sexual attraction
- Is sexual behaviour that makes staff or community members feel offended, humiliated, threatened, scared or uncomfortable at the Centre

Comments and behaviour that do not offend one person can offend another. It is any person's right to react as an individual and others need to respect this right.