



Mid Canterbury Tennis Policy on Sexual Harassment

Mid Canterbury Tennis recognises that sexual harassment is inappropriate and unlawful and will not condone it at any level. Mid Canterbury Tennis is committed to protecting all parties involved in running, maintaining or using the facilities provided by Mid Canterbury Tennis.

A Sexual Harassment Policy has been developed to provide all persons and aims to provide a safe environment for all concerned.

What is Sexual Harassment?

Sexual Harassment is unwelcome sexual advances, requests for sexual favours, and/or other verbal, visual, or physical conduct of a sexual nature. Sexual harassment may include actions by members of both the opposite and same gender.

Sexual harassment has many forms of variable seriousness. A person sexually harasses someone when they;

- Insinuate, propose or demand sexual favours of any kind.
- Invade another person's personal space [eg inappropriate touching.]
- Stalk, intimidate, coerce or threaten another person to get them to engage in sexual acts.
- Send or display sexually explicit objects or messages.
- Comment on someone's looks, dress, sexuality or gender in a derogatory or objectifying manner or a manner which makes them uncomfortable.
- Make obscene comments, jokes or gestures that humiliate or offend someone.
- Pursue or flirt with another person persistently without the other person's willing participation. Also, flirting with someone at an inappropriate time [eg in a team meeting/competition] is considered sexual harassment, even when these advances would have been welcome in a different setting. This is because such actions can harm a person's professional reputation and expose them to further harassment.

The most extreme form of sexual harassment is sexual assault. This is a serious crime and we will support people/players who want to press charges against offenders.

For example, any of the following actions can be sexual harassment if they happen often enough or are severe enough to make an employee uncomfortable, intimidated, or distracted enough to interfere with their work;

- Repeated compliments of someone's appearance
- Commenting on the attractiveness of others in front of an employee

- Discussing one's sex life in front of an employee
- Asking an employee about his or her sex life
- Circulating nude photos or photos of women in bikinis or shirtless men in the workplace
- Making sexual jokes
- Sending sexually suggestive text messages or emails
- Leaving unwanted gifts of a sexual or romantic nature
- Spreading sexual rumours about another person
- Repeated hugs or other unwanted touching

Complaints Procedure

- In the event of sexual harassment the complainant may approach;
 - The staff elected Sexual Harassment complainant advisor*
 - The harasser themselves, if they feel the problem can be resolved in this way
- The complainant should document the case with the assistance of the supporting person/s
- The person responsible for the harassment should be approached and informed that the behaviour is offensive, is deemed unacceptable and it must stop. Assurances should be sought that the behaviour will stop and an apology will be made.
- Should the victim decide to take further action, the harasser/s should be informed and a decision made to lay a complaint through one of the following avenues;
 - Legal proceedings under the Human Rights Act 1993, or
 - Under the Employer Relations Act 2000
 - In extreme cases such as sexual assault, criminal charges may be laid under the Crimes Act 1961
- All parties must be assured of confidentiality at all times and all stages of the process

Contact Person & Secondary Contact Person*

Mid Canterbury Tennis staff have appointed Sue Smith [Mid Canterbury Tennis Board member] as the Sexual Harassment Advisor for all concerns or complaints regarding Sexual Harassment in the work place. This person is also the contact for all concerns or complaints for persons working on, using or visiting the facilities.

Sue Smith E: snowyriver5658@gmail.com M: 021 295 9939

If you feel you are unable to approach this person regarding your concern, Janice [Jan] Cochrane, Sport Mid Canterbury has been appointed as the secondary contact person for all sexual harassment concerns or complaints.

Jan Cochrane E: jan.cochrane@sportcanterbury.org.nz M: 027 221 8023