

Harassment Policy



Board of Directors NSW Basketball Association

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It is NSWBAL policy that all employees and volunteers should enjoy a good working relationship with each other and management. This means that everyone should feel comfortable in the workplace and that the differences should be respected. An important part of good working relationships is that everyone must be able to work in an environment free from harassment, which is behaviour that they do not like or do not want to happen. All harassment, which is sexual or sex-based, racial or relates to a person's marital status, disability, age, pregnancy or homosexuality is against and federal anti-discrimination laws and may also be an offence under the Crimes Act. Harassment also goes against NSWBAL Occupational Health and Safety policy by making the workplace unsafe.

Management and supervisors are accountable for ensuring that proper standards of conduct in the workplace are maintained and harassment in any form is not acceptable and will not be tolerated.

Complaints of harassment must be investigated immediately by the supervisor, manager, or appropriate employee relations staff with due regard to the sensitivity of the issue and the privacy and rights of the individuals concerned. All complaints should be dealt with in a timely fashion.

Appropriate counselling and disciplinary action should be taken as required.