



Sexual Harassment Policy

1. PURPOSE

The purpose of this policy is to:

- 1.1 outline the position of Barossa Broadcasting Board Inc (BBBfm) on sexual harassment.
- 1.2 advise the process which is to be followed should any grievances arise.
- 1.3 ensure that all volunteers have access to, understand, and comply with BBBfm's Sexual Harassment Policy.

2. DEFINITIONS

Sexual Harassment

Sexual harassment means any unwelcome sexual advance, unwelcome request for sexual favours, or other unwelcome conduct of a sexual nature which makes a person feel offended, humiliated or intimidated, and where that reaction is reasonable in the circumstances. Examples of sexual harassment include, but are not limited to:

staring or leering; unnecessary familiarity, such as deliberately brushing up against you or unwelcome touching; suggestive comments or jokes; insults or taunts of a sexual nature; intrusive questions or statements about your private life; displaying posters, magazines or screen savers of a sexual nature; sending sexually explicit emails or text messages; inappropriate advances on social networking sites; accessing sexually explicit internet sites; requests for sex or repeated unwanted requests to go out on dates; behaviour that may also be considered to be an offence under criminal law, such as physical assault, indecent exposure, sexual assault, stalking or obscene communications.

What is not sexual harassment?

Behaviour that is based on mutual attraction, friendship and respect is not sexual harassment.

3. POLICY

- 3.1 BBBfm will not tolerate sexual harassment under any circumstances.
- 3.2 BBBfm will defend the right of every volunteer to perform their work without being subjected to sexual harassment.
- 3.3 BBBfm is fully committed to our obligation to prevent and eliminate sexual harassment in the workplace.
- 3.4 Every volunteer is responsible for providing an environment that is supportive of this aim.
- 3.5 Everyone must treat everyone else with respect and must aim to act as a beacon for good behaviour in the workplace.
- 3.6 It is the obligation and responsibility of every volunteer to ensure that the workplace is free from sexual harassment.
- 3.7 Everyone volunteering with BBBfm is responsible for the care and protection of our people and for reporting information about suspected sexual harassment.
- 3.8 This policy applies to conduct that takes place in any work-related context, including conferences, work functions, social events and business trips.
- 3.9 No volunteer at any level should subject any other volunteer or visitor or other individual formally associated with BBBfm, to any form of sexual harassment.
- 3.10 Volunteers will be made aware of and kept up to date with BBBfm's Sexual Harassment Policy, and the process for reporting and managing a sexual harassment complaint, initially during induction and training and subsequently if/when the Policy is amended.
- 3.11 Volunteers are expected to uphold and demonstrate understanding of BBBfm's Sexual Harassment Policy through behaviours in the volunteering workplace and at social and other functions when representing BBBfm.

4. COMPLAINT PROCESS

Both federal and state Equal Employment Opportunity legislation provide that sexual harassment is unlawful and establish minimum standards of behaviour for all volunteers.

A breach of this policy will result in disciplinary action, up to and including termination of employment.

Any reports of sexual harassment will be treated seriously and promptly with sensitivity. Such reports will be treated as completely confidential, but the person the subject of the complaint must be notified under the rules of natural justice. BBBfm will protect all those involved in the process from victimisation.

Complainants have the right to determine how to have a complaint treated, to have support or representation throughout the process, and the option to discontinue a complaint at any stage of the process.

The alleged harasser also has the right to have support or representation during any investigation, as well as the right to respond fully to any formal allegations made. There will be no presumptions of guilt and no determination made until a full investigation has been completed.

No volunteer will be treated unfairly as a result of rejecting unwanted advances.

Disciplinary action may be taken against anyone who victimises or retaliates against a person who has complained of sexual harassment, or against any volunteer who has been alleged to be a harasser.

All volunteers have the right to seek the assistance of the relevant tribunal or legislative body to assist them in the resolution of any concerns.

If a formal report of sexual harassment is made to another volunteer, and that volunteer fails to take appropriate corrective action, that volunteer will be subject to disciplinary action.

Any volunteer who feels they have been sexually harassed is strongly encouraged to take immediate action, as outlined below.

- 4.1 If a volunteer feels comfortable in doing so, they can raise the issue with the person directly with a view to resolving the issue by discussion.
- 4.2 The volunteer should identify the harassing behaviour, explain that the behaviour is unwelcome and offensive and ask that the behaviour stops. Given the seriousness of sexual harassment, it is recommended that the volunteer should request to the Chairperson of the BBBfm Board that a representative of the Board (not necessarily a Board member) be present at this discussion.
- 4.3 Alternatively, or in addition, the volunteer may report the behaviour in accordance with the defined procedure for managing internal conflict. Once a report is made the BBBfm Board will determine how the report should be dealt with in accordance with its obligations and this policy, and the defined procedure for managing internal conflict.

5. Legislative Framework

This policy operates in accordance with relevant legislation including:

- Sex Discrimination Act 1984 (Cth)
- Australian Human Rights Commission Act 1986 (Cth)
- Equal Opportunity Act 1984 (SA)
- Work Health and Safety Act 2012 (SA).

BBBfm acknowledges its positive duty to prevent sexual harassment so far as reasonably practicable.

6. Policy Review

This policy will be reviewed at least every three (3) years, or earlier if required due to legislative change or identified issues.

Related Documents

- BBBfm Bullying Policy
- BBBfm Internal Conflict Procedure

Amendments to this Policy

Date Approved	Item Number	Details of Amendment
12 th January 2022	Full Policy	Adoption of this Policy in its entirety
8 th April 2026	5	Added in full
8 th April 2026	6	Added in full