

Anti-harassment policy

“Harassment” consists of any unwanted conduct that has the purpose or effect of violating an individual's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for another.

This includes harassment related to the protected characteristics of sex, race, national origin, ethnic origin, age, disability, sexual orientation, gender reassignment, pregnancy and maternity, religion or belief.

It can involve a single incident or may be persistent and it may be directed towards one or more individuals.

The Society does not tolerate any harassment amongst its members or employees.

The Society retains the right to discipline employees or exclude a member from the Society who acts contrary to the principles of this policy

Examples of harassment (unacceptable behaviour) contrary to this policy (this is not an exhaustive list) :

- unwanted physical contact such as unnecessary touching or brushing against another person's body
- insulting or abusive behaviour or gestures, physical threats, assault, coerced sexual intercourse or rape
- unwanted verbal conduct such as unwelcome advances, innuendo, lewd remarks, jokes, banter or abusive language
- bullying including persistent inappropriate criticism and personal abuse and/or ridicule either in public or private which humiliates or demeans others

Complaints

- complaints about harassment by a member or an employee should be raised promptly with the Chair/Co-Chairs or one of the Vice Chairs
- all complaints will be investigated and will be dealt with confidentially and in a timely manner
- the Society retains the right to discipline any employee or exclude any member who acts contrary to or breaches the principles of this Policy pursuant to its Constitution see paragraphs

(1)The Committee shall have the right to refuse membership of the Society to any applicant whose membership the Committee believes would not be conducive to the objects of the Society;

(2)A member may be expelled from the Society by a resolution carried by a simple majority of votes of members present and voting on a ballot at the Annual General Meeting or an Extraordinary General Meeting of the Society of which notice has been duly given on the grounds of conduct not conducive to the objects of the Society.