

Policy – Sexual Harassment

U3A Yarra City recognises the right of every member, volunteer or employee to attend classes, or activities and perform their duties without being subjected to sexual harassment.

Sexual harassment refers to any unwelcome sexual advance or other conduct of a sexual nature which makes a person feel offended, humiliated or intimidated, and where that reaction is reasonable in the circumstances.

U3A Yarra City encourages any member or volunteer who feels sexually harassed to take action. Where circumstances permit, the aggrieved person should make it clear that such behaviour is unwelcome and offensive.

A complaint of sexual harassment may be made to any member of U3A Yarra City Committee of Management. The Committee will set in train a process which includes appointing a person to ascertain the details and initiate informal conciliation.

If conciliation does not result in an agreed outcome, the Committee will hear evidence gathered by the investigating person and may institute disciplinary action. Possibilities may include the requirement for a formal apology, an official warning, cancellation of membership and removal from a volunteer or leadership role.

If disciplinary action is not deemed necessary, the Committee of Management will remind those involved of expected standards of conduct and continue to monitor the situation.

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