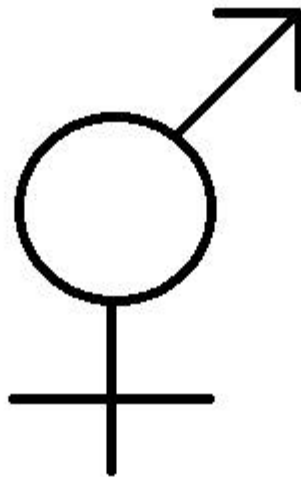


**NATIONAL UNION OF
GREEK AUSTRALIAN STUDENTS
(NUGAS)**

POLICY

SEXUAL HARASSMENT



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The National Union of Greek Australian Students (NUGAS) is to launch their Sexual Harassment policy to cover both members and committee members. The policy is bound by the Equal Opportunity Act 1995 and the Sex Discrimination Act 1984.

What is sexual harassment?

Under the Victorian Equal Opportunity Act 1995 it is against the law to sexually harass another person in all the areas of public life covered by the Act. Sexual harassment is behaviour of a sexual nature that is unwelcome, unsolicited and unreciprocated. A person sexually harasses another person if he or she makes an unwelcome sexual advance, request for sexual favours, or engages in any other unwelcome conduct of a sexual nature. It can be directed to both women and men in either case that is totally unacceptable. Sexual harassment can be physical, verbal or written. It can include words or statements, which are transmitted by post, phone, fax, video, email, computer servers or screensavers. The gender and/or sexual orientation of the perpetrator or victim is irrelevant.

Sexual harassment can include:

- Propositioning;
- Suggestive behaviour such as leering and ogling;
- Unnecessary physical intimacy such as brushing up against a person;
- Displaying or transmitting sexually offensive messages or materials;
- Sexual propositions or continued requests for dates;
- Physical contact such as touching or fondling;
- Displays of pornography; and/or
- Indecent assault or rape (which are also criminal offences).

What can you do about it?

Sexual harassment is threatening. People often choose to remain silent in the face of offensive sexual behaviour for fear of retribution by their harasser. This only perpetuates the problem. If you feel you have been harassed:

- Don't ignore it;
- Don't feel guilty;
- Tell the harasser to stop; and
- Notify senior NUGAS officials or the Sexual Harassment officers.

1.0. Sexual Harassment Policy and Procedures

1.0.1. Overview

This sexual harassment policy and procedures is the first in which NUGAS has attempted to undertake and limitations of this policy should be highlighted however further amendments to this policy can help this policy improve.

1.0.1.1. Definition

Sexual harassment covers a range of unwelcome, unsolicited and non-reciprocated behaviour, which constitutes deliberate or unintentional verbal or physical conduct of a sexual nature. It includes unwelcome actions such as:

- Gestures and the display of offensive pictures;
- Comments of a sexual nature;
- Implicit or explicit demands for sexual activities;
- Physical contact such as patting or pinching through to more hostile conduct;
- Communication of a sexual nature by means of a note, letter, telephone, computer, electronic mail or any other similar means.

Harassment may occur by an individual or by a group of harassers.

It is not sexual harassment to develop friendships, sexual or otherwise, with members or committee members. Actions that would be unlawful sexual harassment in one context may not be so in others.

1.0.2. References

- Victorian Equal Opportunity Act 1984.
- Commonwealth Sex Discrimination Act 1984.
- The Victorian Equal Opportunity Act 1995.

1.0.3. Policy/Procedures

NUGAS is committed to providing an environment within our scope that is free from sexual harassment. NUGAS is also bound by law in certain instances to ensure that members of

NUGAS are not subjected to sexual harassment.

NUGAS has a proper concern where sexual harassment:

- Has the purpose or effect of interfering with an individual's performance at NUGAS; or
- Creates an intimidating, hostile or offensive learning or working environment in NUGAS.

Policies and procedures should be developed to allow complaints of sexual harassment within

NUGAS. These procedures should be handled initially by the National Executive or by the State Executive by advice and conciliation undertaken by a minimum of one male and one female.

These individuals must hold executive positions on the state or national council, who from now on will be referred to as the sexual harassment officers.

The NUGAS Sexual Harassment Policy should give a guideline of details to the following aspects of sexual harassment:

- Rights of persons claiming to have experienced sexual harassment;
- The need to consult Sexual Harassment Officers;
- Warnings about defamation and victimisation;
- Aspects of legal liabilities; and
- Conciliation and/or determination procedures.

The Sexual Harassment Officers once assessing the case based on merit would then have the right to:

- Notify the prospective state or national council;
- Notify any relevant authorities; and/or
- Discipline any individual or groups of individuals by way of membership suspension or expulsion.