



## ZERO TOLERANCE FOR ABUSE, BULLYING, HARASSMENT AND OTHER INAPPROPRIATE BEHAVIOURS

As a member of the Australian team, you have the power to make the Games a fun experience where athletes make friends, build self-esteem and confidence, and achieve goals. Under our Member Protection Policy, every member on the Australian IWBG team is responsible for protecting each other from abuse, bullying, harassment, sexual misconduct, unlawful discrimination, victimisation, and vilification.

- **Abuse** – Any type of abuse (including physical, emotional, psychological, sexual, and inappropriate use of power) that causes, is causing or is likely to cause harm to a person's wellbeing, whether in person or as the result of a publication viewable by any other person by any means.
- **Bullying** – Repeated, unreasonable behaviour that is intended to harm others by victimizing, humiliating, undermining, threatening, degrading, offending or intimidating them.
- **Harassment** – Any type of behaviour towards a person that they do not want and that is offensive, abusive, belittling or threatening and is reasonably likely to cause harm to the person who is the subject of the harassment.
- **Sexual Misconduct** – There are two types of sexual misconduct in sport:
  1. **Sexual Harassment**, which is any unwanted or unwelcome sexual behaviour where a reasonable person would anticipate the possibility that the person being harassed would feel offended, humiliated, or intimidated; and
  2. **Sexual Offences**, which include any criminal offence involving sexual activity or actions of indecency.
- **Discrimination** – happens when a person is treated less favourably than others because they have one or more protected attributes – including a person's age, disability, race, colour, nationality, ethnicity, migrant status, sex, pregnancy, marital or relationship status, family responsibilities, breastfeeding, sexual orientation, gender identity or intersex status.
- **Victimisation** – Subjecting someone, or threatening to subject someone, to any unfair treatment because the person has made, or intends to pursue their right to make, a complaint or for supporting another person to make a complaint.
- **Vilification** – A public act, conduct or behaviour that incites hatred, serious contempt for, or revulsion or severe ridicule of, a person or group of people because of a particular characteristic they hold, as covered by applicable legislation, including their race or religion, or homosexuality, transgender, or HIV/AIDS status.

