

**FINAL: Approved by Committee on 2 Dec 2025**

# **Harassment Policy and Framework**

**Oasis Otters Swimming Club**

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# Definitions

## IMPORTANT NOTE:

As a swimming club registered and affiliated with Swimming Australia, Swimming Australia's National Integrity Framework (NIF) applies to us. In particular, the National Integrity Framework's Member Protection Policy and Child Safeguarding Policy are designed to protect the welfare, wellbeing, and health of everyone involved in sport and a zero-tolerance policy to child abuse and neglect in any form.

## What is discrimination?

Discrimination is the unfair or prejudicial treatment of a person or group based on characteristics like race, gender, age, disability, religion, or sexual orientation.

This can involve making a negative distinction, treating someone worse than others, or applying a rule or policy that disadvantages a particular group. It can be direct, where someone is treated unfavourably, or indirect, where a seemingly neutral policy has a disproportionately negative impact on a specific group

*refer to Part 2 of the Equal Opportunity Act 2010 (Vic)*

## What is harassment?

Harassment is unreasonable and offensive behaviour that intimidates, offends, or humiliates a person, often based on personal characteristics like race, gender, age, or disability. It can be physical, verbal, or visual, including actions like making derogatory comments, sharing offensive material, telling insulting jokes, and isolating or excluding someone. This behaviour can create a hostile environment and lead to stress, anxiety, or even physical and psychological injury.

*refer to Racial and Religious Tolerance Act 2001 (Vic)*

## What is sexual harassment?

Sexual harassment is against the law.

It is any unwelcome behaviour of a sexual nature that makes you feel offended, humiliated or intimidated. Sexual harassment can be physical, verbal or written.

Examples of sexual harassment include:

- sexually suggestive comments or jokes made in person, on the phone, in emails, or on social media that make you feel offended
- unwelcome or inappropriate touching, hugging, cornering or kissing
- inappropriate staring or leering that makes you feel intimidated
- intrusive questions about your private life or physical appearance that make you feel offended
- sexual gestures, indecent exposure or inappropriate display of the body
- requests or pressure for sex or other sexual acts
- repeated or inappropriate invitations to go out on dates
- sexually explicit pictures, posters or gifts that make you feel offended
- any other unwelcome conduct of a sexual nature that happened online or on some form of technology.

*refer to Part 6 of the Equal Opportunity Act 2010 (Vic) and the Sex Discrimination Act 1984 (Cth)*

## What is bullying?

Bullying is the repeated and intentional use of words or actions to cause physical, verbal, social, or psychological harm to another person or group, often by an individual or group who has a perceived or actual power imbalance. This behaviour can occur in person or online and includes actions like verbal insults, physical threats, and spreading rumours. A key element that distinguishes bullying from a conflict is the repetitive nature and the power imbalance.

### Key components of bullying

- **Repetition:** The behaviour occurs multiple times or has the potential to be repeated over time.
- **Intentional harm:** The actions are deliberate and meant to cause harm, distress, or fear.
- **Power imbalance:** The person or group doing the bullying has more power, social status, or influence over the person being bullied.
- **Types of harm:** Bullying can manifest in several ways:
  - **Physical:** Hitting, kicking, pushing, or other physical aggression.
  - **Verbal:** Insults, name-calling, threats, and mean comments.
  - **Social/Psychological:** Spreading rumors, excluding someone from a group, or online harassment.
  - **Cyberbullying:** Using electronic technology like cell phones, email, or social media to harass or threaten someone

*refer to Brodie's Law - s21A of the Crimes Act 1958 (Vic)*

# Prevention

## Swimming Australia: National Integrity Framework

Member Protection Policy

Child Safeguarding Policy

### We all have the right to feel safe and respected

We all have a responsibility to create a safe environment by standing up against violence, harassment and bullying. If Committee members, Coaches, Parents and Swimmers take safe and appropriate action to stop harassment and bullying, we can all be a part of the

Strong  
leadership /  
culture

Addressing risk  
factors, such as  
gender  
inequality

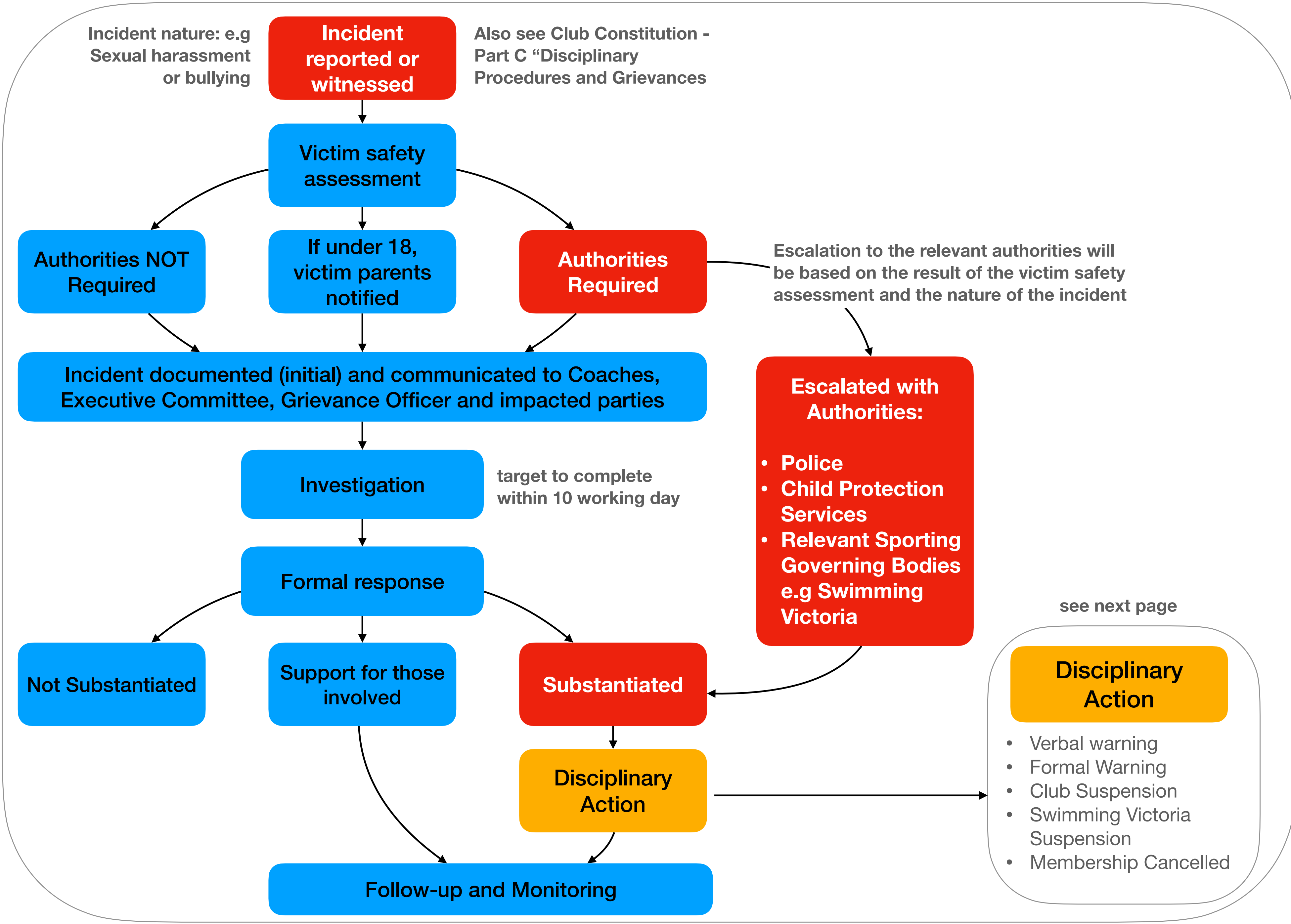
Policies and  
procedures

Training and  
information

Regular  
reporting

Addressing  
complaints  
effectively

# Reporting



# Disciplinary Action

**IMPORTANT NOTE:** Disciplinary action can be a linear progression based on the severity and occurrence, but does not need to be if the incident is classified as severe enough.



# Policy Review and Communication

- 1 Accessibility:** This policy is to be easily accessible, and communicated to all members, coaches, parents and swimmers.
- 2 Channels:** This policy to be available in the Club By-Laws and uploaded onto the swimming club's website, and also published in the Club's Handbook.
- 3 Reviews:** This policy and framework is to be reviewed annually to ensure feedback, legal changes and best practices are constantly adopted.