

## **HARASSMENT AND DISCRIMINATION POLICY**

### **Policy**

Golf NT recognises the right of all staff and clients to an environment that is free from harassment and discrimination. Harassment or discrimination may be sexual in nature or based on gender, race, disability, sexual preference or a range of other factors and is considered to be unacceptable and may constitute unlawful behaviour. Golf NT is committed to taking all action necessary to prevent, and where reported, resolve incidents of harassment or discrimination.

### **Objectives**

This policy aims to ensure that:

- Staff and clients are aware of their rights and are informed about acceptable behaviour.
- Reported incidents of harassment or discrimination are treated seriously by Golf NT, investigated thoroughly and resolved promptly, confidentially and effectively.
- Persons reporting; incidents of harassment or discrimination are not victimised.

### **Responsibilities**

The Executive Committee and the occupant of the Executive Officer/Development Officer position are responsible for the effective implementation of this policy, in particular for ensuring that their own behaviour is above reproach, that all reasonable steps have been taken to eliminate harassment and discrimination from Golf NT and ensuring that the Committee is kept informed.

The Executive Officer/Development Officer will be responsible for ensuring that his/her own behaviour is above reproach, being aware of the behaviour of others for whom they have supervise responsibility, informing staff and clients about their rights and responsibilities under this policy and for dealing promptly, confidentially and effectively with reported incidents.

### **Policy Review**

This policy will be reviewed bi-annually or on an as needs basis.

Approved by Golf NT at Quarterly Meeting of 11 August 2006.

Reviewed by Golf NT at Quarterly Meeting of 31 January 2008.