

Anti-Harassment Policy

Generocity Church is committed to providing a safe, respectful, and inclusive environment for all staff, volunteers, congregation members, and visitors. This policy outlines our stance against harassment in all its forms and the procedures for addressing any incidents of harassment.

1. **Scope** This policy applies to all employees, volunteers, contractors, and members of Generocity Church in all church-related activities and interactions, including online and social media communications.
2. **Legal Framework** This policy complies with the following legislation:
 - Sex Discrimination Act 1984
 - Racial Discrimination Act 1975
 - Disability Discrimination Act 1992
 - Age Discrimination Act 2004
 - Fair Work Act 2009
 - Anti-Discrimination Act 1977 (NSW)
 - Work Health and Safety Act 2011 (NSW)
4. **Definition of Harassment** Harassment is any unwelcome conduct that a reasonable person would expect to offend, humiliate, or intimidate another person. It includes, but is not limited to:
 - Bullying
 - Sexual harassment
 - Racial harassment
 - Disability harassment
 - Age-based harassment
 - Religious harassment
 - Stalking

- Cyberbullying

5. Forms of Harassment Harassment can take many forms, including:

- Verbal: offensive jokes, insults, threats
- Physical: unwelcome touching, physical assault
- Visual: displaying offensive materials, making offensive gestures
- Written: offensive emails, text messages, social media posts
- Exclusion: deliberately isolating or ignoring someone

6. Responsibilities

- 6.1 Leadership Church leadership is responsible for:
 - Implementing and enforcing this policy
 - Ensuring all staff and volunteers are aware of and understand this policy
 - Addressing harassment complaints promptly and fairly
 - Providing support to those affected by harassment
- 6.2 All Individuals All employees, volunteers, and members are responsible for:
 - Refraining from any form of harassment
 - Reporting any witnessed or experienced harassment
 - Supporting those who report harassment

7. Reporting Procedure

- Informal Resolution Individuals who experience harassment are encouraged to, if comfortable, address the issue directly with the person responsible.
- Formal Complaint If informal resolution is not successful or appropriate, a formal complaint should be made to:

- The individual's immediate supervisor
- The Human Resources representative
- A member of the church leadership team
- Documentation All formal complaints must be documented, including:
 - Date, time, and location of the incident(s)
 - Nature of the harassment
 - Names of any witnesses
 - Any action taken

8. Investigation Process

- Timely Response All complaints will be acknowledged within 24 hours and investigated promptly.
- Confidentiality All investigations will be conducted with the utmost confidentiality.
- Impartiality Investigations will be conducted by an impartial party, either internal or external to the organization.
- Right to Respond The alleged harasser will be given the opportunity to respond to the allegations.

9. Outcomes and Disciplinary Action

- Findings The complainant and the alleged harasser will be informed of the investigation's findings.
- Disciplinary Action If harassment is found to have occurred, appropriate disciplinary action will be taken, up to and including termination of employment or church membership.

10. Support and Counselling Generocity Church will provide support and counselling services to individuals affected by harassment.

11. Training and Education All staff and volunteers will receive regular training on identifying, preventing, and responding to harassment.

12. Policy Review This policy will be reviewed annually to ensure its effectiveness and compliance with current legislation.
13. Non-Retaliation Retaliation against individuals who report harassment or participate in investigations is strictly prohibited and will result in disciplinary action.

By implementing this policy, Generocity Church affirms its commitment to creating a harassment-free environment for all.

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