

MALENY SHOWGROUNDS – HARASSMENT AND BULLYING PREVENTION POLICY

Effective Date: October 2025

Applies to: All visitors, staff/volunteers and contractors. (shall be referred to furthermore in this document as “visitors”)

This policy is available to all on the Maleny Show Society website: www.malenyshowsociety.org.au

Scope: This policy applies to all individuals at the Maleny Showgrounds, including but not limited to:

- Visitors
- Staff/volunteers
- Contractors

1. Purpose

The Maleny Showgrounds aims to provide a welcoming, safe and respectful environment for all visitors and staff/volunteers. This policy outlines our commitment to preventing harassment and bullying, so that everyone can visit the showgrounds free from intimidation, discrimination or mistreatment.

2. Definition of Harassment and Bullying

For the purpose of this policy harassment and bullying include but are not limited to:

- **Harassment:** unwanted or offensive behaviour that targets a person’s race, gender, sexual orientation, disability, age, religion, or any other characteristic. This includes verbal, physical, or online harassment that creates an intimidating or hostile environment.
- **Bullying:** Repeated aggressive or negative behaviour intended to harm or intimidate another person. This includes physical, verbal, and psychological harm, as well as indirect actions such as spreading rumors or excluding someone from activities.
- Both harassment and bullying can take place in person or through digital platforms, including social media.

3. Key Principles

- **Respect:** All individuals at the showgrounds must respect each other’s rights, dignity, and diversity.
- **Zero Tolerance:** The Maleny Showgrounds has a zero-tolerance policy toward any form of harassment or bullying. Such behaviours will not be tolerated and will result in eviction from the grounds.
- **Inclusion:** we encourage an inclusive environment where all visitors, regardless of background, identity, or beliefs, feel welcome and respected.

4. Reporting Harassment or Bullying

If you experience or witness harassment or bullying at the Maleny Showgrounds, please follow these steps:

- **Immediate Action:** If the situation is urgent, please contact Caretaker and or emergency services. Our team will assist you in contacting emergency services if you need help.
- **Formal Reporting:** If you wish to submit a written report of the incident by email you can via: secretary@malenyshowsociety.org.au or you can submit a contact request via our website: malenyshowsociety.org.au Reports can be submitted anonymously if preferred,

though providing contact details allows us to follow up with you directly.

- **Any incident reports will be forwarded onto our insurer and or emergency services if appropriate to do so.**

5. Investigation and Response:

Upon receiving a report of harassment or bullying, we will

- **Acknowledge receipt:** You will be informed that your report has been received and is being reviewed.
- **Investigate:** All reports will be taken seriously. A thorough and fair investigation will be conducted by Showgrounds Management to determine the facts and any necessary actions. The privacy of parties involved will be respected to the fullest extent possible.
- **Take Action:** If harassment or bullying is confirmed, the following actions may be taken, depending on the severity of the situation:
 - A warning
 - Temporary or permanent exclusion from the showgrounds
 - Legal action if required

6. Prevention and Education

- Our staff/volunteers are mindful to be aware of harassment and bullying
- The Showgrounds will promote respectful behaviour through signage, printed materials, and communication with visitors.
- The Showgrounds aims to maintain a safe and inclusive environment by ensuring all policies, procedures, and practices reflect the values of respect, diversity and zero tolerance of bullying or harassment.

7. Consequences of violating the policy

Any individual found engaging in harassment or bullying at the Maleny Showgrounds will face immediate consequences, which may include:

- Removal from the premises
- A ban from future visits
- Legal action if appropriate

8. Policy Review

This policy will be reviewed as required to ensure it remains effective, relevant and aligned with best practices. Feedback from staff and visitors and other stakeholders will be considered in the review process.

9. Contact Information

For more information or to report a concern, please contact:

Maleny Show Society Management Committee
Campground registering office or caretaker OR
Email: secretary@malenyshowsociety.org.au

ACKNOWLEDGEMENT

By visiting the Maleny Showgrounds, you acknowledge and agree to adhere to this Harassment and Bullying Prevention Policy. We appreciate your cooperation in helping to create a safe, welcoming environment for all.