

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.malenyshowociety.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 respectful, inclusive, and welcoming environment for all visitors, staff and contractors.

This policy outlines our commitment to upholding human rights, promoting equality, and ensuring that every individual, regardless of background, is treated with fairness, dignity, and respect.

2. Commitment to Human Rights

The Maleny Showgrounds recognises the inherent dignity and equal rights of all individuals as set out in the Universal Declaration of Human Rights. We are committed to:

- **Non-Discrimination:** Providing equal opportunities regardless of race, gender, sexual orientation, disability, age, religion, national or ethnic origin, or any other characteristic protected by law.
- **Respect for Privacy:** Ensuring that the privacy of our staff, visitors and volunteers is respected at all times, and that personal information is handled in a confidential and secure manner.
- **Freedom of Expression:** Encouraging an open exchange of ideas in a respectful and constructive manner, ensuring that all individuals can express themselves freely without fear of retribution or discrimination.

3. Equal Opportunity

The Maleny Showgrounds is dedicated to:

- **Providing Equal Access:** Ensuring that services and facilities are accessible to all individuals, including those with disabilities. This includes accessible camping areas, pathways, and amenities.
- **Fair Employment Practices:** Ensuring that recruitment, hiring, training, and promotion practices are based solely on an individual's abilities, qualifications, and merit.

4. Harassment and Discrimination

Harassment, bullying, or discrimination of any kind will not be tolerated at the Maleny Showgrounds. This includes but is not limited to:

- Verbal abuse, offensive jokes, or derogatory comments
- Physical intimidation or aggression
- Discriminatory behaviour based on race, gender,

sexuality, disability, religion, or any other protected characteristic

Any individual found engaging in such behaviour will be subject to appropriate action, including but not limited to removal from the grounds and/or termination of employment or contractual agreements.

5. Complaint Procedure

The Maleny Showgrounds encourages all individuals to speak up if they feel they have been subject to any form of discrimination, harassment, or unequal treatment. The following steps should be followed:

- **Informal Resolution:** In the first instance, individuals are encouraged to address the matter directly with the person involved in a respectful and calm manner.
- **Formal Complaint:** If the issue cannot be resolved informally, individuals may submit a formal complaint to Showground management. Complaints will be handled promptly, impartially, and confidentially.
- **Investigation:** A thorough investigation will be conducted to understand the facts and determine appropriate corrective action. Both the complainant and the accused will be treated fairly throughout the process.

6. Accountability

All visitors, staff/volunteers, and contractors, are expected to uphold the principles outlined in this policy. Management will see that appropriate monitoring and evaluations are in place to assess compliance with this policy.

7. Implementation and Review

This policy will be communicated to all visitors, staff/volunteers, contractors, via access to it on our website. It will be reviewed as required to ensure that it remains relevant and effective in promoting human rights and equal opportunity.

8. 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@malenysociety.org.au

This policy ensures that Maleny Showgrounds operates as an inclusive, safe, and respectful environment for all.

ACKNOWLEDGEMENT

It will be taken that all Visitors have acknowledged that they have read, understood, and agree to abide by this Policy upon entering the Maleny Showgrounds.