



Creadaptic Volleyball Club

SEXUAL HARASSMENT POLICY

Effective 3 December 2025

Sexual Harassment Policy

1. Overview

- 1.1 Creadaptic Volleyball Club ('the Club') maintains a strict Zero Tolerance policy regarding sexual harassment.
- 1.2 We are committed to providing a respectful, safe, and inclusive environment.
- 1.3 Any athlete, coach, volunteer, or parent found to have engaged in sexual harassment will face immediate disciplinary action, up to and including lifetime expulsion and referral to law enforcement.

2. Scope

- 2.1 This policy applies to all CVC members, staff, and visitors at any Club-sanctioned event, including training, matches, social functions, and digital interactions (social media/messaging).

3. Defining the Behaviour

- 3.1 Sexual harassment involves any unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which makes a person feel offended, humiliated or intimidated, and where that reaction is reasonable in the circumstances.
- 3.2 It covers a wide range of behaviours of a sexual nature and can be verbal, written, visual or physical.
- 3.3 Sexual harassment is not limited to members of the opposite sex. The Club recognises that sexual harassment may occur between people of the same sex.
- 3.4 A single incident is enough to be considered sexual harassment – it does not have to be repeated behaviour.
- 3.5 The person engaging in the unwelcome behaviour does not have to intend to be sexually harassing the other person for the behaviour to be considered sexual harassment. Regardless of what was intended, sexual harassment is defined by the nature and the impact of the behaviour, and not the intention behind it.
- 3.6 If a person does not object to the inappropriate behaviour at the time, it should not be assumed that they are giving their consent. Consent exists where clear and unambiguous consent has been freely given and continues to be given. CVC recognises that consent is complex where a power imbalance exists (e.g., Coach/Athlete). **Sexual relationships between a Coach and a Junior Athlete are strictly prohibited, regardless of perceived consent.**
- 3.7 A key element of sexual harassment is that it is **unwelcome**.
- 3.8 Sexual harassment may include, but are not limited to:
 - (a) Comments about a person's sex life or physical appearance;
 - (b) Comments of a sexual nature;
 - (c) Leering and staring;

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- (d) Unwanted touching, such as brushing up against a person, fondling or hugging;
- (e) 'Flashing'
- (f) Sexual gestures or imitating a sexual act;
- (g) Sexual propositions;
- (h) Repeated unwanted requests for dates;
- (i) Making promises or threats in return for sexual favours;
- (j) Offensive telephone calls, text messages or communications on social media platforms;
- (k) Sending jokes or graphics of a sexual nature by email, internet or mobile phone;
- (l) Unwelcome questioning about a person's private life;
- (m) Offensive screensavers;
- (n) Unwanted requests for sex;
- (o) Stalking, sexual assault, indecent assault or rape (which are also criminal offences).

4. Safeguards

- 4.1 To protect both athletes and staff, one-on-one private messaging (DMs) between staff and junior athletes is **prohibited**. All digital communication must occur in open channels (e.g., Team Groups) or include a third party (parent/assistant coach).
- 4.2 The Club is responsible for maintaining adequate grievance procedures and taking prompt action to minimise risks.
- 4.3 Managers/Coaches must model appropriate behaviour and treat all complaints seriously and with confidentiality.
- 4.4 Individuals must not engage in harassing behaviour and should support fellow members who are being harassed.
- 4.5 Bystanders play a critical role in defining culture. "The standard that people walk past is the standard that people accept". When safe to do so, bystanders are encouraged to formally or informally challenge concerning behaviour and report it.

5. What is Sex-Based Harassment?

- 5.1 Sex-based harassment is any unwelcome conduct of a seriously demeaning nature by reason of the person's sex in circumstances in which a reasonable person would have anticipated the possibility that the person harassed would be offended, humiliated or intimidated.
- 5.2 Sex-based harassment includes sexual or non-sexual behaviour that:
 - (a) Offends;

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- (b) Humiliates;
- (c) Intimidates;
- (d) Is unwanted;
- (e) Is not returned.

5.3 Sex-based harassment may likely overlap with instances of sexual harassment.

5.4 A key element of sex-based harassment is that the conduct is of a **seriously demeaning nature**.

5.5 The term **seriously demeaning nature** is to have its ordinary meaning and is not intended to capture mild forms of inappropriate conduct based on a person's sex that is not of a sufficiently serious nature to meet the threshold of offensive, humiliation or intimidating as well as seriously demeaning.

5.6 Sex-based harassment may include, but are not limited to:

- (a) Displaying or circulating sexist material, or putting it in someone's workspace, belongings, or on a computer or mobile phone;
- (b) Commenting about or verbally abusing a person or group because of their gender;
- (c) Ignoring, isolating or segregating a person or group because of their gender;
- (d) Asking intrusive questions about sexual activity;
- (e) Making sexually offensive gestures;
- (f) Repeating sexual invitations to a person who has refused before;
- (g) Staring, whistling or leering in a sexual manner;
- (h) Slapping, kissing, touching or making other sexual or physical contact; and
- (i) Sexual assault.

6. Complaints Procedure

The Club takes any allegations of sexual harassment seriously.

6.1 If the incident involves criminal conduct (e.g., sexual assault, stalking, indecent exposure), the matter should be reported to Queensland Police immediately. The Club will pause internal investigations to avoid compromising police inquiries.

Internal Procedure: Informal Resolution

6.2 The complainant may choose to inform the harasser directly that the behaviour is unwelcome. Alternatively, a **Member Protection Officer (MPO) or a designated person from Club Management** can facilitate a discussion to resolve the matter speedily (within 7 days).

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Internal Procedure: Formal Complaint

- 6.3 The Club will appoint an investigator (internal or external) to:
1. Interview the victim and accused separately.
 2. Interview other relevant third parties separately.
 3. Determine on the balance of probabilities if harassment occurred.
 4. Submit a report with findings and recommendations.
- 6.4 The process should be concluded as quickly as possible, ideally within 6 to 8 weeks.

External Avenues

- 6.5 Complainants may also seek support from:

Australian Human Rights Commission

Phone 1300 656 419 or website: [Australian Human Rights Commission](https://www.humanrights.gov.au)

Queensland Human Rights Commission

Phone 1300 130 670 or website: [Queensland Human Rights Commission](https://www.humanrights.qld.gov.au)

Resources Safety & Health Queensland

Phone 1300 581 077 or website: [Resources Safety & Health Queensland](https://www.safety.qld.gov.au)

Queensland Police

Phone your local police station or website: [Queensland Police](https://www.police.qld.gov.au)

Information or Claims without Substance

- 6.6 The Club has a no-tolerance policy to any false information or allegations that is knowingly provided.
- 6.7 Any person found to have knowingly provided false information, or knowingly made allegations of sexual harassment without any substantive merit, may be subject to separate and serious disciplinary action.

7. Sanctions and Disciplinary Measures

- 7.1 Anyone found to have engaged in harassment is liable to serious disciplinary action, including:
- (a) Verbal or written warning.
 - (b) Suspension or termination of membership.
 - (c) Dismissal from volunteer or paid roles.
 - (d) Referral to Sport Integrity Australia.

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8. Education and Training

- 8.1 The Club ensures this policy is accessible to the entire community. All new staff, volunteers, and athletes must complete Safe Sport training regarding this policy as part of their initial onboarding.
- 8.2 To maintain currency, all staff and volunteers are required to complete a refresher course on this policy at the start of every season (annually).
- 8.3 It is the duty of every Coach and Team Manager to actively ensure their teams and direct reports understand and adhere to these standards.

9. Audit and Review

- 9.1 CVC is committed to data-driven safety. The Club will maintain confidential records of all reports to track trends and measure the effectiveness of our prevention strategies.
- 9.2 Management will conduct an annual review of all compliance data, including incident counts and resolution outcomes. This review will determine if policy updates or culture interventions are required.
- 9.3 The Club will actively seek feedback via member surveys and post-complaint reviews to continuously improve our grievance procedures and safety culture.

10. Review

- 10.1 This policy was last reviewed in December 2025, and will be reviewed annually.