



Waikanae Chartered Club Inc.

OUR POLICY IN RESPECT TO MEMBERS' BEHAVIOUR AND THAT OF THEIR GUESTS

We pride ourselves on ensuring that this club is a place for members to enjoy our facilities and the company of other members without being subjected to any form of physical or verbal abuse or violence. The Executive, Secretary/Manager and Duty Manager have been instructed to enforce the by-laws and rules from the club's constitution, and the laws of New Zealand that deal with inappropriate behaviour by members, guests and visitors.

These are:

Sexual harassment

Sexual harassment is illegal in New Zealand and will not be tolerated by this club. Appropriate action will be taken by management against those who offend. It is verbal or physical behaviour of a sexual nature by one or more persons towards another person or persons. It includes the misuse of visual or written material. Examples of sexual harassment are as follows:

- ♣ ***Sexually offensive verbal comments of a personal nature***
- ♣ ***Sexual or smutty jokes***
- ♣ ***Repeated comments or teasing about someone's alleged sexual activities or private life***
- ♣ ***Persistent, unwelcome social invitations or telephone calls at work or at home***
- ♣ ***Following someone home from work or from the club***
- ♣ ***Offensive hand or body gestures***
- ♣ ***Physical contact – patting, pinching, touching or putting an arm around another person's body***
- ♣ ***Provocative posters with a sexual connotation***
- ♣ ***Sexual assault and rape***

Behaviour of a sexual nature must be unwelcome, or offensive to the club member and persistent enough, or sufficiently serious, to have a detrimental effect on the member's quiet enjoyment of club facilities.

Sexual harassment is prohibited by sections 62 and 69 of the Human Rights Act 1993 and is grounds for a personal grievance under section 108 of the Employment Relations Act 2000.

Sexual harassment is legally and socially unacceptable and this club is committed to taking steps to prevent it. We are committed to providing a better environment for all our staff, club members, their guests and visitors.

Racial harassment

Like sexual harassment, racial harassment is illegal in New Zealand and will not be tolerated by this club. Under the terms of the Human Rights Act the club will take strong action against any member against whom a case of racial harassment is proven.

Racial harassment is verbal or physical behaviour of a racial nature by one or more persons towards another person or persons. It includes language (whether written or spoken), visual material, or physical behaviour that directly, or indirectly:

- ♣ ***expresses hostility against, or brings into contempt or ridicule, staff, a club member, visitor or guest on the grounds of race, colour, ethnic or national origins.***
- ♣ ***is hurtful or offensive to staff, a club member, visitor or guest.***
- ♣ ***has either by its nature or through repetition, a detrimental effect on a club member's, visitor's or guest's right to the quiet enjoyment of the club's facilities and events.***

Members are reminded that what may seem an inoffensive joke or comment of a racial nature can be offensive to the other party, particularly if it is persistent. Where comments against a particular nationality such as Irish, Australian, British or Indian can appear to be little more than light-hearted banter, they can be seen as offensive. Please take care as the club, in line with the law, will not take an excuse of 'innocent banter' as a justification for racial harassment.

Threatening or abusive behaviour

One of the principal reasons why people join chartered clubs is that it gives them a safe, comfortable and congenial environment in which to enjoy other peoples' company. It is thus completely unacceptable for any member, at any time to use behaviour which is offensive, abusive or threatening to staff, another member, visitor or guest. It does not matter whether they have had too much to drink, or are in the middle of a domestic conflict, or whatever reason.

In such circumstances the offending person will be dealt with under the terms of the club's constitution. This is likely to lead to their suspension or expulsion from the club which affects their status and visiting rights at other affiliated clubs.

Violent behaviour

Physical violence of any kind will not be tolerated and the Secretary/Manager or Duty Manager has been instructed to call for police assistance in such circumstances. Unless there are very strong mitigating factors the offending person is likely to be expelled from club.

Intoxication

The Sale of Liquor Act is very specific that it is against the law to serve someone who is intoxicated, or showing signs of becoming intoxicated an alcoholic drink. Our staff risk their jobs and their ability to continue working in licensed premises if they should serve in those circumstances. Please do not put them in that position.