

	QUEENSLAND YARD & UTILITY TRIAL ASSOCIATION INC	
	TITLE: Anti-Discrimination & Harassment Policy	POLICY REF NO POL 6 VERSION: 1

1.0 Policy Statement

- 1.1 The Queensland Yard & Utility Trial Association Inc (QYUTA) is committed to providing an environment in which people are treated fairly and equitably and that, as far as practicable, is free from all forms of discrimination and harassment.
- 1.2 QYUTA recognise that people may not be able to enjoy themselves or perform at their best if they are treated unfairly, discriminated against or harassed.

2.0 Discrimination

- 2.1 Unlawful discrimination involves the less favourable treatment of a Person on the basis of one or more of the personal characteristics protected by State or Federal anti-discrimination laws.
- 2.2 Further information as to what amounts to unlawful discrimination is available from the Anti-Discrimination Commission of Queensland and by clicking on the link below.

<https://www.qhrc.qld.gov.au/your-rights/discrimination-law>

3.0 Harassment

- 3.1 Harassment is the offensive treatment of one person by others or another through vindictive, cruel, bullying, malicious or humiliating behaviour.
- 3.2 Harassment is often an abuse of power or position and it can cause stress, anxiety, loss of self-belief, physical ill-health and mental distress.
- 3.3 Whilst not all forms of harassment are illegal, all forms are undesirable in QYUTA and can not only do damage to members and QYUTA's reputation, but may also lead to legal claims against QYUTA.

3.4 Further information as to what amounts to harassment can be found at:

<https://www.qld.gov.au/law/your-rights/discrimination-and-equality/discrimination-and-your-rights>

3.5 Any member or volunteer who believes they are being, or have been, harassed or discriminated against by another member or by QYUTA is encouraged to raise their concerns with us.

3.6 A member may make an internal complaint and in some circumstances they may also be able to make a complaint to an external organisation.

