



ASSCT

Australian Society of Sugar Cane Technologists

ASSCT POLICY ON DISCRIMINATION AND SEXUAL HARASSMENT

The Australian Society of Sugar Cane Technologists (ASSCT) is dedicated to providing a harassment-free conference experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, or age. We do not tolerate harassment of conference participants in any form. Sexual language and imagery is not appropriate for any conference venue, including talks.

We have developed a policy on discrimination and sexual harassment and provide staff training on discrimination and sexual harassment.

Application of this policy

This policy applies to all conference attendees:

- ASSCT Executive
- ASSCT Staff
- Conference delegates;
- Exhibitors in the Industry Equipment Exhibition;
- Visitors.

Discrimination and equal opportunity

The ASSCT believes that all conference attendees should be able to participate in the conference in an environment free from discrimination, victimisation, sexual harassment, vilification and the seeking of unnecessary information on which discrimination might be based. We consider these behaviours unacceptable and they will not be tolerated.

Responsibility of Executive, staff and attendees

All attendees contribute to the creation of a discrimination free and inclusive conference and a healthy conference culture.

The ASSCT Executive and staff have a particular obligation to model appropriate behaviour; promote this policy; treat all complaints seriously and attend to them promptly; monitor the work environment and seek expert help for complex or serious matters.

All conference attendees have the responsibility to comply with this policy; report incidents to the ASSCT Executive or staff and not to participate in discriminatory or harassing behaviour.

Anti-discrimination legislation

Under the Queensland Anti-Discrimination Act 1991 (the Act) discrimination, victimisation, sexual harassment, vilification and seeking unnecessary information on which discrimination might be based are illegal.

Discrimination on the following grounds is against the law:

- race, (including colour, descent or ancestry, nationality, national or ethnic origin);
- age (whether young or older);
- impairment (including biological, functional, learning, physical, sensory, mobility, cognitive, psychological, psychiatric impairment or the presence of an organism capable of causing disease);

- religious belief or activity;
- sex or gender identity;
- relationship status (including being married, single, divorced, separated, de facto or in a same sex relationship);
- sexuality;
- pregnancy, breastfeeding, parental status (including being or not being a parent, guardian, foster parent, adoptive parent, or step parent);
- family responsibilities (including the responsibility to care for and support a dependent child or immediate family member);
- lawful sexual activity as a sex worker;
- trade union activity;
- political belief or activity;
- association with someone else who is identified because of one of the above attributes.

Other behaviour that is against the law includes:

- seeking unnecessary information on which discrimination might be based;
- victimisation because a person has made a complaint, agreed to be a witness or has had a complaint made against them;
- sexual harassment is prohibited under both state legislation and the federal Sex Discrimination Act 1984;
- vilification on the basis of a person's race, religion, gender identity or sexuality.
- Federal anti-discrimination legislation also prohibits discrimination on the basis of criminal record, medical record or social origin.

What is discrimination?

Direct discrimination occurs when a person (or a group of people) is singled out for worse treatment, compared to others in similar circumstances, because of one or more of the attributes listed above. Direct discrimination may involve:

- making offensive 'jokes' about another worker's racial or ethnic background, sex, sexuality, age or impairment;
- expressing negative stereotypes about particular groups or using stereotypes as a basis for decisions e.g. 'Women with young children shouldn't work.' or 'Older workers can't learn new skills.'

Indirect discrimination occurs when one rule applies to all, but in fact disadvantages a person (or group of people) because they are unable, or less able to comply with the rule because they have an attribute listed above. The fact that the disadvantage was not intended is not an excuse

What is sexual harassment?

Sexual harassment is any form of unwelcome sexual attention that might offend, humiliate or intimidate the other person and may be experienced by women or men. It includes uninvited touching or physical contact; leering at a person or at parts of their body; talking about your sex life or asking about another person's sex life; sexual jokes or propositions; sexually offensive communications (phone, email, SMS or other social media).

Sexual harassment is against the law wherever and whenever it occurs. The ASSCT will not tolerate sexual harassment at conferences. Sexual harassment has nothing to do with mutual attraction. Such friendships are a private matter.

Sexual harassment does not have to be repeated or continuous to be against the law. Some actions or remarks are so offensive that they constitute sexual harassment in themselves, even if they are not repeated. Other single incidents, such as an unwanted invitation or compliment, may not be sexual harassment. Some forms of sexual harassment, such as assault, physical molestation, stalking, sexual assault and indecent exposure, are also criminal offences.

The person being harassed does not need to say that the behaviour is unwelcome. Many people find it difficult to speak up. Everyone is responsible for their own behaviour. If you think the behaviour may offend, then don't do it.

Vicarious liability

Under the Act the person who discriminates against, victimises, sexually harasses, vilifies or asks for unnecessary information can be liable for the illegal behaviour as well as the conference convenor, the ASSCT unless the ASSCT can show we have taken reasonable steps to prevent it.

The ASSCT provides all conference attendees with information about discrimination and sexual harassment.

The ASSCT Executive and staff must ensure that all conference attendees are treated fairly and are not subject to any of the behaviours mentioned in this policy. They must also ensure that people who make complaints, or who are witnesses, are not victimised in any way.

What to do if you feel that you have been discriminated against, sexually harassed, vilified or asked for unnecessary information.

Don't ignore discrimination, sexual harassment, vilification or requests for unnecessary information, thinking it will go away - often it just gets worse. To obtain information on the actions available either:

1. Contact the ASSCT Office Administrator who has been nominated to give information:

or

2. Call the Anti-Discrimination Commission Queensland on 1300 130 670 or TTY 1300 130 680 for information about your rights and responsibilities.

Policy review

The ASSCT is committed to providing an environment which is safe for all staff and conference attendees. You will not be disadvantaged as a result of lodging a complaint.