**SEXUAL HARASSMENT POLICY**

# Introduction

Not everybody is aware of what constitutes sexual harassment – the policy explains what it is, that the person does not need to be female to experience it, and that the determining factor is not the intention, but the impact of the conduct and whether it causes offence.

There are two aspects of sexual harassment that are of potential concern to gliding.

Firstly, as a matter of safety, all glider pilots need to ensure that their ability and judgment is in no way impaired whilst flying or operating equipment at a gliding club.

Secondly, gliding clubs should be safe and inclusive spaces for people to take part in gliding without fear, intimidation, or discrimination. Being clear about having a zero tolerance of sexual harassment is necessary part of creating an inclusive and tolerant club culture.

Updates to this policy will be posted on the BGA website.

# Example Policy

The sample policy on the next page has been provided for clubs to use as the basis of their own sexual harassment policy.

**Statement of Intent**

(‘the Club’) believes that Club members, their guests and visitors to the club are entitled to expect courtesy, consideration and to be able to operate within a culture of safety. The development and maintenance of such a safety culture relies on everyone being able to trust one another, and for each person to show consideration and to have a duty of care for fellow participants. To this end, the Club Management Committee expects certain minimum standards of behaviour from Club members, their guests and visitors to the Club. This includes a responsibility for all Club members, their guests and visitors, to bring to the attention of any Club official any situation which is believed to constitute a hazard, so that adequate mitigation can be applied, or risk of exposure to the hazard can be removed.

**Policy**

1. The Club has a zero-tolerance approach to sexual harassment and will take all complaints of this nature extremely seriously. Should you experience any behaviour that you feel amounts to sexual harassment either towards yourself or another person, we strongly encourage you to report it to a member of the Club Management Committee as soon as you can.
2. What is ‘sexual harassment’? It is a form of sex discrimination and takes place when someone is subjected to unwelcome and unwanted sexual behaviour or other conduct related to their gender.
3. Harassment is defined by law in the Equality Act 2010 as *‘unwanted conduct related to a relevant protective characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual’*.

In the case of sexual harassment, the relevant protected characteristic is ‘sex’

1. Behaviour that constitutes sexual harassment includes:

* Unwelcome behaviour of a sexual nature, this may be either physical or verbal
* Inappropriate or suggestive remarks or verbal sexual advances
* Indecent comments, jokes or innuendos relating to a person’s looks or private life
* Unwanted physical contact such as hugging, kissing or inappropriate touching
* Request for sexual favours
* The display or circulation of pornography or indecent images.

Often, this kind of behaviour may be brushed off be the harasser as ‘banter’ or harmless flirting. It is important to remember that the impact the behaviour had on you is the most important factor, it is not so relevant whether the individual intended to cause offence, but rather that the offence was caused by the conduct.

1. We understand that reporting sexual harassment can be intimidating, so we aim to make the process as clear and straightforward as possible. If you choose to contact us, it will only be treated as a formal complaint if you make it clear that this is the route you would like to take. We are happy to offer informal advice about the possible action and outcomes open to you and will not force you to take any action you do not feel comfortable with.

This policy was adopted at a meeting of held on

Signed on behalf of the Management Committee

Role of signatory (e.g. Chair etc)