



## Bullying and Harassment Policy

### Purpose

The purpose of this document is to state the position of the SCA Ltd on bullying and harassment and the procedure to be followed in the event of a complaint of bullying or harassment being made.

### Authorisation

Society for Creative Anachronism Ltd (Australia)

### Summary

This policy applies to persons participating in SCA related events or activities, including, but not limited to, feasts, tournaments, regular meetings and practices.

### Guiding Principles

SCA Ltd will not tolerate any form of bullying or harassment. The guiding principle of the SCA is chivalry and courtesy to all. People are to be treated with respect at all times. Allegations of bullying or harassment are to be treated seriously, promptly and with sensitivity. Some forms of bullying or harassment could be found to be a criminal offence, and should be dealt with by the appropriate mundane authority.

### Policy Details

**Bullying or harassment** is repeated unreasonable behaviour towards an SCA participant by another SCA participant that is unwelcome and unsolicited.

**Unreasonable behaviour** is behaviour that could reasonably be seen to be offensive, humiliating, intimidating, degrading or threatening. It could include, but is not limited to:

- verbal abuse
- initiation pranks
- humiliation through sarcasm or belittling someone's opinion
- constant criticism or insults
- spreading misinformation or malicious rumours

**Repeated behaviour** refers to the nature of the behaviour, not the specific form of the behaviour. Therefore spreading misinformation to a third party about a person along with verbal abuse to the person could be found to be bullying.

Any SCA participant who has witnessed, or feels they have been the target of bullying or harassment, is strongly encouraged to take action by making it clear that the behaviour is

inappropriate, and to follow the procedures set out in this policy, the Lochac Laws and the Complaints Management/Dispute Resolution Policy.

### **Other Relevant Documents**

SCA Inc Governing Documents ('Corpora'), section X: Grievances and Sanctions

SCA Inc Sanctions Guide

Lochac Laws, section X.3: Dispute Resolution Procedure

Complaints Management/Dispute Resolution Policy

### **Further Information**

For further information on the above policy, please contact the SCA Ltd Secretary by emailing [secretary@sca.org.au](mailto:secretary@sca.org.au) or by post to:

The Secretary  
Society for Creative Anachronism Ltd  
PO BOX 4160  
WESTON CREEK ACT 2611

### **Revision History**

Adopted: 1 June 2012  
Next Review: 1 June 2014  
Reformatted: 3 August 2015