



# Anti-Discrimination, Bullying, Harassment and Victimisation Position Statement

## **Anti-Discrimination, Bully and Harassment**

### **Position Statement**

#### **OBJECTIVE**

Mudlark Theatre aims to provide an environment where volunteers, employees and others are treated fairly and with respect, and are free from unlawful discrimination, harassment, bullying, and victimisation whilst working or volunteering with Mudlark.

Mudlark recognized that legislation requires organisations to protect people, including volunteers and employees, from discrimination, bullying and harassment.

#### **COMMITMENT**

Mudlark Theatre, its employees and volunteers commit to providing an environment for Mudlark activities that is free from discrimination, bullying and harassment.

#### **SCOPE**

This position statement is not limited to the workplace or work hours. It extends to all functions and places that Mudlark conducts its business including, but not limited to, rehearsal and production spaces, Board meetings, artist development and in any collaborative spaces or activities with partner providers.

The position statement also applies to all communications sent by employees or volunteers to or about other employees or volunteers, or any matter relating to Mudlark Theatre.

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## KEY TERMS

### **Bullying:**

Bullying is defined as:

- Behaviour intended to cause physical or emotional distress to others
- Unwarranted behaviour (intentional or not) that has a negative impact on the physical and/or emotional wellbeing of an individual or group
- Behaviour intended to influence a group or individual to forgo a workplace right
- Repeated, unreasonable behaviour directed towards a worker or a group of workers, that creates a risk to health and safety

### **Discrimination:**

Discrimination involves a person being treated less favourably based on a personal characteristic. The attributes for which it is illegal to discriminate against any person in the areas of employment, and also the provision of goods and services, are:

- Race
- Age
- Disability
- Irrelevant
- Gender
- Gender
- Intersex
- Breastfeeding
- Pregnancy
- Sexual
- Relationship status
- Lawful sexual activity
- Marital status
- Family responsibilities
- Parental status
- Irrelevant criminal record
- Religious belief or affiliation
- Religious activity
- Political belief or affiliation
- Political activity
- Industrial activity
- Association with a person who has or is believed to have any of the other

### **Harassment:**

Harassment involves intimidating, offending or humiliating behaviour directed toward a person on the basis of a particular personal characteristic such as race, age or gender.

### **Sexual harassment:**

Any unwanted, unwelcome or uninvited behaviour of a sexual nature which makes a person feel humiliated, intimidated or offended. Sexual harassment can take many different forms and may include physical contact, verbal comments, jokes, proposition, the display of offensive material or other behaviour that creates a sexually hostile working environment.