

HAMILTON WORKINGMEN'S CLUB (INC)
DISCRIMINATION & HARASSMENT POLICY

Hamilton Workingmen's Club is an equal opportunity employer and as such has a firm policy on discrimination in employment. The Clubs policy also extends on discrimination and harassment in general. Members are asked to read the following information and be aware of the implications of discrimination or harassment in any form.

DISCRIMINATION (refer to full policy following)

No person working at or visiting the Club will be discriminated against for any 'unlawful reason' - that is because of:

Sex, natural status or pregnancy.

Sexual preference.

Race, color, nationality, national origin, ethnicity or religion.

Any disability: or Age.

This means that:

No person will be refused membership of the Club, or be treated less favorably in relation to their membership or their enjoyment of the Clubs services and facilities for any unlawful reason.

UNLAWFUL HARASSMENT

Harassment is a form of discrimination. In general, harassment is any form of behavior that is not wanted and not asked for, and that: Humiliates someone, or puts them down.

Offends them: or Intimidates them.

Everyone has the legal right not to be harassed for any unlawful reason, and everyone has the legal obligation not to harass any other staff member, Club member or patron.

SEXUAL HARASSMENT (refer to full policy following)

Sexual harassment may include, but is not limited to:

Pressure or demands for dates or sexual favors.

Unnecessary familiarity - for examples, deliberately brushing up against a person or constantly staring at a person.

Unwanted physical contact - for example, touching or fondling.

Sexual jokes or innuendo.

Offensive telephone calls.

Offensive sexual calls.

Offensive sexual gestures.

Unwelcome comments or questions about a person's sex life.

Display or circulation of sexual material, including magazines, posters, pictures and messages or Sexual assault.

OTHER FORMS OF HARASSMENT

Harassment on other unlawful grounds may include, but is not limited to: Verbal abuse or comments that put down or stereotype people because of their race, sexuality, pregnancy, disability etc.

Mimicking someone's accent, or the habit of someone with a disability.

Offensive gestures based on race, sexuality, pregnancy, disability etc.

Ignoring or isolating a person or group because of their race, sexuality, pregnancy, disability etc. or Display or circulation of racist or other offensive material.

Display or circulation of racist or other offensive material.

ACTION BY THE CLUB

The Club will make every attempt to resolve any grievance of complaint about discrimination or harassment which might arise. The Club has a policy for Dealing with Grievances and Complaints about Discrimination and Harassment. All complaints will be treated seriously. The club will take appropriate action where there has been discrimination or harassment.

HAMILTON WORKINGMEN'S CLUB (INCORPORATED)
CLUB POLICY: RACIAL HARASSMENT

Racial harassment is illegal in New Zealand and will not be tolerated by the Hamilton Workingmen's Club. Appropriate action will be taken against any members, their guests, a visitor or staff who offend.

A proven case of racial harassment will be treated as serious misconduct and may result in dismissal or suspension.

Racial harassment is verbal or physical behaviour of a racial nature by one or more persons towards another person or persons. It includes language (whether written or spoken), visual material, or physical behaviour that directly, or indirectly:

- * expresses hostility against, or brings into contempt or ridicule, a staff member, a club member, visitor or guest on the grounds of race, colour, ethnic or national origins.
- * is hurtful or offensive to a staff member, club member, guest or visitor.
- * has either buy its nature through repetition, a detrimental effect on a staff member's employment, job performance or job satisfaction.
- * has either by its nature or through repetition, a detrimental effect on a club member's, guest's or visitor's right to the quiet enjoyment of the club's facilities and events.

Management, members and staff are reminded that what may seem an inoffensive joke or comment of a racial nature can be offensive to the other party, particularly if it is persistent. Where comments against a particular nationality such as Irish, Australian, British or Indian can appear to be little more than a light-hearted banter, they can be seen as offensive.

Please take care as the club, in line with the law, will not take an excuse of 'innocent banter' as a justification for racial harassment.

HAMILTON WORKINGMEN'S CLUB (INCORPORATED)
THE CLUB POLICY: SEXUAL HARASSMENT

Sexual harassment is illegal in New Zealand and will not be tolerated by the Hamilton Workingmen's Club.

Appropriate action will be taken by management against those (member, guest, visitor or staff) who offend.

Sexual harassment is verbal or physical behaviour of a sexual nature by one or persons towards another person or persons. It includes the misuse of visual or written material.

Examples of sexual harassment are as follows.-

- * Sexually offensive verbal comments of a personal nature.
- * Sexually or smutty jokes.
- * Repeated comments or teasing about someone's alleged sexual activities or private life.
- * Persistent, unwelcome social invitations or telephone calls at the club or at home.
- * Following someone home.
- * Offensive hand or body gestures.
- * Physical contact - patting, pinching, touching or putting an arm around another person's body.
- * Provocative posters with sexual connotation.
- * Sexual assault and rape.

Behaviour of a sexual nature may be unwelcome, or offensive, to the member, guest, visitor or staff member, and persistent enough, or sufficiently serious, to have a detrimental effect on the member's, guest's or visitor's quiet enjoyment of club facilities, or the employee's enjoyment, job performance or job satisfaction.

Sexual harassment is prohibited by sections 62 and 69 of the Human Rights Act 1993 and is grounds for a personal grievance under section 108 of the Employment Relations Act 2000. If any member, guest, visitor or staff member feels he or she is being harassed, relevant information or options may be obtained the club's harassment officer who will listen carefully and respond in the strictest confidence. No one who does not wish to, will be required to make a complaint.

Sexual harassment is legally and socially unacceptable and our club is committed to taking steps to prevent it. The club is committed to providing a better environment for all members, guests, visitors and staff.



Setting off on the right road

It's no secret many long and beneficial friendships have begun in the Hamilton Workingman's Club.

That surely is one of the main objectives of the organisation. Statistics from recent years show from time to time many of the male-female friendships have taken on a more serious nature and have developed into good healthy relationships. In some cases a further commitment is made and the special date is set.

Suddenly, as one excited couple found out, there are a hundred and one things to organise.

Fortunately some experienced club members were on hand to help. They suggested the first persons contacted after the wedding venue was confirmed should be Lois or Kay at Hamilton Taxis. The tip was spot on as they immediately organised two late model cars, their interiors expertly dressed up in sparkling white satin by their professional uniformed drivers, to collect and deliver the bridal party in style and on time! (See picture above) That service proved our club members knew what they were talking about and certainly set the couple off on the right road.

That's just one example of what our worthy Yearbook advertisers and members can provide for you. Please support those who support us.

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Sunday May 26th 2002

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