



THE CHAMOIS MOUNTAINEERING CLUB LTD

Marconi Road, Ceunant, Caernarfon LL55 4SA



Harassment & Inappropriate Behaviour Policy

The Chamois Mountaineering Club welcomes all individuals. Our goal is to create a safe and positive space, both at the Chamois Mountaineering Centre and any Club events, for everyone no matter who they are.

“Safety is the cornerstone of a positive experience within the Club. Everyone has the right to be and to feel safe. Harassment is unacceptable and will not be tolerated in any form, by any person, at any time in the Chamois Mountaineering Club. All Club members are expected to be respectful to each other at all times. There are no circumstances where it is okay to intimidate or harass another person.”

If any member or guest feels that they have been harassed, they should contact a member of the committee detailing the following:

- a) Details of the incident
- b) Date, time and location of incident
- c) Any witnesses and their names

OUR POLICY

This policy applies to all members of the Chamois Mountaineering Club, it outlines what the Club defines as harassment and our approach to managing allegations or experience of this behaviour in the Club.

HARASSMENT CAN BE DEFINED AS

- Aggressive pressure or intimidation
- Unwelcome attention based on a personal characteristic
- Conduct which threatens, intimidates, alarms or puts a person at fear for their safety
- Physical violence or direct or inferred sexual threat
- Threatening, offensive, unwelcome, abusive verbal language or behaviour

HARASSMENT CAN BE

- Direct – to you as an individual from an individual or group.
- Indirect – witnessed toward someone else, or a group you are not related or linked to. Harassment doesn't have to be about you to affect you.

HARASSMENT EXAMPLES

There are many forms of Harassment, some examples of this are:

- Negative, unwelcome, aggressive or detrimental comments about race, heritage or ethnicity.
- Comments, jokes or suggestive statements about someone's sexual orientation, gender or identity.
- Derogatory comments or actions regarding a person's ability or disability – physical or mental.
- Exclusive or negative comments, suggestions or behaviours towards a person because of their age.
- Unkind, negative comments that will offend or embarrass someone because of their size or fitness levels.

The extent of harassment is not limited to the above examples and each case will be fully investigated on its own basis

IN CLUB HARASSMENT EXAMPLES

Harassment may take on many forms, but in a Club environment all of the above can be seen through unwanted, unreasonable and unnecessary behaviours that have a negative impact on another person.

SEXUAL HARASSMENT EXAMPLES

There are many forms of Sexual Harassment, some examples of this are:

- Unwelcome physical contact – patting, pinching, stroking, kissing, hugging, fondling or inappropriate touching.
- Physical violence, including sexual assault (as defined by the Crown Prosecution Service/Sexual Offences Act)
- Unwanted comments on a person's looks, dress, sexuality, age or gender in a derogatory or objectifying way.
- Repeated unwanted flirting or flirting at an inappropriate time which could be deemed to undermine or damage a person's reputation.
- Lewd behaviour such as leering, whistling or gesturing. The extent of sexual harassment is not limited to the above examples only and each case will be fully investigated.

IN CLUB SEXUAL HARASSMENT EXAMPLES

Harassment may take on many forms, but examples of this in a mountaineering Club environment are:

- Taking unsolicited photographs of another Club member or guest.
- Excessive watching or staring at another person.

- Sending or sharing of unwelcome personal images to any other person.
- Unwanted flirtation or sexual advances.
- Commenting on other people's body, looks or clothing

WHAT TO DO IF YOU HAVE EXPERIENCED HARASSMENT OR INAPPROPRIATE BEHAVIOUR

If you feel you have been the victim of harassment by a member of the Chamois Mountaineering Club, where appropriate you should initially discuss this with them directly. If this is not possible or you are uncomfortable to do so, you should report it to a member of the committee as soon as possible.

The committee will then commence an investigation which in accordance with section 8.5 of the Rules of The Chamois Mountaineering Club will include:

1. Taking a detailed statement from you about the incident .
2. Discussing the allegations with the individual they are against. This will only be done with your consent and at an appropriate time.
3. Statements from any witnesses.
4. Reviewing any written or other submissible evidence (text, email, social media posts etc).
5. Calling the individual involved before the committee. In the event of a member being unable to attend such a meeting, the meeting may proceed in their absence. The person called before the Committee shall have the right to be accompanied by another member of the Club. The Committee shall have power to terminate or suspend a member's membership of The Club under these provisions.
6. Summarising in writing the process findings to all parties.

POSSIBLE OUTCOMES OF MEMBER INVESTIGATION

In accordance with section 8.5 of The Chamois Mountaineering Club which covers discipline the committee will decide upon the most appropriate course of action. The following are some potential solutions or sanctions open to the committee:

1. If following an investigation of a minor incident, there is a belief that the member had acted with poor judgement or made an innocent error – a warning, apology and education may be the appropriate action to take.
2. If however, the investigation provides evidence that there has been direct or indirect intentional harassment, the member involved may receive a written warning of potential withdrawal of membership for a second offence.
3. In severe situations where the committee believes harassment has been deliberate and persistent the member's membership of the Club may be suspended or terminated.

Issued by the Committee Date 24/10/2022

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