

MELTON BUSHWALKERS INC.

(Registration No. A0020535X)

Discrimination and Harassment Policy

Purpose

The purpose of this policy is to outline the commitment of the Melton Bushwalkers Inc. (**the Club**) to provide an environment free from discrimination and harassment for club members and participants in club activities.

Commitment

Our club does not discriminate against individuals participating in our activities because of culture, race, religion, gender, sexual orientation, age, ability or family or social background.

All participants in our club activities have a right to feel safe and be treated with dignity, courtesy, and respect.

Children

The Club encourages children to participate in club activities when accompanied by a responsible adult. For more information regarding child participation, refer to the club's Child Safety policy.

Walk Leader

All club walks are led by a walk leader who is responsible for the general safety of the participants.

Although we aim not to discriminate because of ability, the walk leader may determine that a walk is unsuitable for an individual.

Code of Conduct

All participants in club activities are expected to adhere to the practices outlined in this policy and treat other participants with courtesy and respect.

Reporting a Concern

The Club generally aims to resolve issues that occur on club activities with discussion between the participants involved.

However, any form of inappropriate conduct, must be reported to the walk leader and / or a member of the executive committee, as soon as possible. If appropriate, the walk leader or committee member must complete an Incident Report, to be initially reviewed by the executive committee to determine what further action is required.