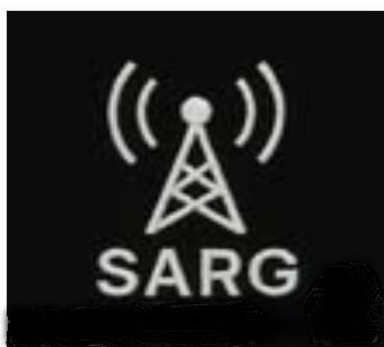




South Australian Repeater Group

Equal Opportunity, Anti- Discrimination, Grievance, and Conflict Resolution Policy

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1. Purpose

The South Australian Repeater Group (SARG) is committed to providing a fair, inclusive, and supportive environment for all its members. This policy outlines our commitment to equal opportunities, preventing discrimination, addressing grievances, and resolving conflicts in a respectful and effective manner. We aim to foster an atmosphere where all individuals feel valued and respected, and where any concerns are addressed in a fair and constructive way.

2. Equal Opportunity

SARG is dedicated to ensuring that all members, volunteers, and participants have equal opportunities and are treated with fairness and respect. We will not tolerate any form of discrimination, harassment, or victimization based on characteristics such as:

- Race, colour, nationality, ethnicity
- Gender, gender identity, or sexual orientation
- Disability or health status
- Age, religion, belief, or political opinion
- Marital or civil partnership status
- Pregnancy or maternity
- Any other characteristic protected by law

We believe that diversity enhances the strength and success of our club and that everyone has the right to participate and contribute to club activities without fear of discrimination.

3. Anti-Discrimination

SARG maintains a strict zero-tolerance attitude toward discrimination in any form. Discriminatory behaviour, including but not limited to the following, is prohibited:

- **Direct Discrimination:** Treating someone less favourably because of their protected characteristic.
- **Indirect Discrimination:** Implementing policies or practices that disproportionately affect people with a specific characteristic.
- **Harassment:** Unwelcome behaviour based on any protected characteristic that creates an intimidating, hostile, or offensive environment.
- **Victimization:** Retaliating against someone who has made a complaint or supported a grievance under this policy.

Any member found engaging in discriminatory behaviour may be provided with suspension or termination of SARG membership.

4. Grievance Procedure

SARG is committed to addressing grievances in a fair and timely manner. If a member feels that they have been subjected to any form of discrimination, harassment, or unfair treatment, they are encouraged to follow the grievance procedure outlined below.

- **Step 1: Informal Resolution**

We encourage members to resolve conflicts and grievances informally wherever possible. This may involve a private discussion with the individual involved to express concerns and seek mutual understanding. Many issues can be addressed effectively through open communication and a willingness to listen.

- **Step 2: Formal Complaint**

If informal resolution is unsuccessful, members should submit a written complaint to the Secretary. The complaint should include:

- A description of the incident or behaviour
- The individuals involved
- Any previous attempts to resolve the issue
- The outcome the member is seeking

- **Step 3: Investigation**

Upon receiving the formal complaint, the Secretary will conduct a fair and impartial investigation. The investigation may involve speaking with the complainant, the accused party, and any witnesses or relevant individuals. All parties will be given the opportunity to present their views. The investigation will aim to be thorough, confidential, and completed promptly.

- **Step 4: Resolution**

Following the investigation, the Secretary will issue a resolution. This could involve actions such as mediation, disciplinary action, or training. If the grievance is upheld, appropriate measures will be taken to address the issue and prevent recurrence.

- **Step 5: Appeal**

If any party is dissatisfied with the outcome of the grievance, they may appeal the decision. The appeal must be submitted in writing within 14 days of the resolution, outlining the grounds for the appeal. The appeal will be reviewed by the Committee, which will make a final decision.

5. Conflict Resolution

SARG recognizes that conflicts may arise between members, and it is essential to address them in a constructive and respectful manner. The following steps are intended to guide members in resolving conflicts effectively:

- **Step 1: Open Communication**
Members are encouraged to communicate directly with each other to address misunderstandings or disagreements. Honest, respectful conversation can often resolve many conflicts before they escalate.
- **Step 2: Mediation**
If direct communication does not lead to resolution, SARG offers mediation services. A neutral mediator (such as the Secretary or an appointed mediator) will facilitate a discussion between the parties to help them understand each other's perspectives and find a mutually agreeable solution.
- **Step 3: Formal Intervention**
If mediation is unsuccessful, the issue may be escalated to the Committee, which will assess the situation and decide on the appropriate course of action. The committee may implement corrective actions, provide additional support, or take disciplinary measures if necessary.

6. Responsibilities of Members

All SARG members have a responsibility to:

- Treat others with respect, courtesy, and dignity.
- Promote an inclusive, welcoming, and non-discriminatory environment.
- Adhere to this Equal Opportunity, Anti-Discrimination, Grievance, and Conflict Resolution Policy.
- Report any incidents of discrimination, harassment, or conflicts in a timely manner to ensure they are addressed appropriately.

7. Confidentiality

SARG ensures that all complaints, grievances, and conflicts are handled confidentially. Information will only be shared with individuals directly involved in resolving the issue. Members involved in the grievance or conflict resolution process are expected to maintain confidentiality to protect all parties involved.

8. Implementation

This policy will be communicated to all members upon joining SARG and reviewed periodically to ensure it remains up to date and effective. Any changes or updates to the policy will be shared with members promptly.

9. Contact Information

If you have any questions about this policy or wish to file a grievance or conflict resolution request, please contact the Club Secretary:

South Australian Repeater Group

Email: SARG Secretary: secretary-sarg@sarg.au

Email :SARG Committee: committee-sarg@sarg.au

10. Conclusion

SARG is committed to ensuring that all members can participate in the group's activities without fear of discrimination, harassment, or conflict. By upholding this policy, we aim to maintain a respectful and inclusive environment where all members can enjoy the benefits of membership and contribute to the group's success.

This policy ensures that all members have a clear understanding of their rights and responsibilities. We encourage all members to engage in open communication and to use the processes outlined above to resolve any issues they may encounter.