



Bullying, harassment and victimisation policy

i. Introduction

When to use	This policy sets out the Society for Creative Anachronism New Zealand Incorporated (SCANZ) policy and procedures for managing bullying, harassment and victimisation at SCA events, practices, gatherings, online venues or where the conduct in question could have an impact on SCANZ or its reputation.
Contents	<p>This policy contains the following content:</p> <p>About this policy</p> <p>Commitment to an inclusive and respectful culture</p> <p>Breaches of the policy</p> <p>Definitions</p>

ii. About this policy

Purpose	<p>The aim of this policy is for SCANZ to ensure that:</p> <ul style="list-style-type: none">• participants are aware of that behaviours such as bullying, harassment and victimisation are unacceptable• the organisation has appropriate measures available to manage any such behaviours that are not in line with the organisation's values.
Who it applies to	This policy applies to all participants in the SCA in New Zealand, including full members, event members and guests at SCA activities.

iii. Commitment to an inclusive and respectful culture

Commitment	<p>SCANZ is committed to an inclusive and respectful culture within the SCA.</p> <p>SCANZ is committed to ensuring that the society is free of unacceptable behaviours such as bullying, harassment and victimisation. Such conduct is not in line with our values.</p>
Obligation	<p>All members are obliged to avoid, at all times, any behaviour or conduct that amounts to bullying, harassment or victimisation in, or in relation to the SCA, or at SCA events. This includes any such behaviour directed at any members, participants, or members of the public.</p>

iv. Breaches of the policy

Process	<p>SCANZ is committed to ensuring that breaches of this policy are addressed in a timely and effective manner.</p> <p>Breaches of this policy shall be resolved by the Issue Resolution Process contained in Lochac Law, and the SCA Sanction guide, both of which can be found at https://seneschal.lochac.sca.org/laws-of-lochac/</p> <p>More serious matters should be referred to the mundane legal authorities where appropriate, and the Kingdom Seneschal in line with the above procedures.</p>
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Sanctions

Conduct that breaches this policy could, depending on all of the circumstances, give rise to sanctions up to, and including, revocation and denial of membership (expulsion) from the SCA, and forfeiture of honours, titles and awards, including peerages.

v. Definitions**Bullying**

Bullying, for the purposes of this Policy and SCANZ, is defined as unreasonable and repeated behaviour towards a person or group that can lead to physical or psychological harm.

Unreasonable behaviour covers actions which a reasonable person wouldn't do in similar circumstances, including victimising, humiliating, intimidating or threatening a person.

A single incident isn't considered bullying, but can escalate if ignored. Repeated behaviour is generally persistent and can include a range of actions, both covert and overt. Also, a single incident, if sufficiently serious can amount to harassment (this is discussed further, later in this policy).

Legitimate criticism and sanctions in line with SCANZ policies and processes is not bullying.

Examples of bullying include, but are not limited to:

- Threats;
- Intimidation;
- Physical violence;
- Sarcasm;
- Shouting;
- Isolation;
- Interference with equipment or possessions;
- Exclusion or isolation from other participants;
- 'Ganging up';
- Defamatory gossip;
- Unjustified criticism;
- Unjustified threats of sanctions;
- Unfair treatment;
- Public humiliation;
- Setting unrealistic deadlines, over pressuring;
- Under work, creating a feeling of uselessness;
- Removing responsibility without justification;
- Adding responsibility without justification;
- Changing of targets or deadlines without justification;
- Unreasonable administrative sanctions;
- Deliberately using the incorrect name for someone;
- Deliberately or repeatedly misgendering;
- Any other means of undermining a person's right to dignity.;

Bullying is not:

- friendly banter, mutually acceptable good natured jokes and compliments;

- friendships and relationships where the parties consent to the relationship;
 - issuing reasonable instructions and expecting them to be carried out;
 - sanctions in line with SCANZ policy and procedures;
 - insisting on reasonable standards of performance from officers, event stewards etc.;
 - legitimate criticisms about performance of an office/role;
 - giving critical feedback;
 - investigations undertaken according to SCANZ policy;
 - robust discussion about issues or concerns;
 - differences of opinions and non-aggressive conflicts;
 - a single incident of unreasonable behaviour.
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Harassment

Harassment, for the purposes of this Policy and SCANZ, is defined as unwelcome, offensive, belittling or threatening behaviour that is repeated or significant enough to have a harmful effect on an individual or group of persons. Harassment can include sexual, racial, emotional, or physical harassment.

Sexual harassment for the purposes of this Policy and SCANZ is unwelcome, offensive, belittling or threatening sexual behaviour that is repeated or significant enough to have a harmful effect on an individual. Some examples of sexual harassment can include:

- Offensive sexual remarks or jokes;
- Implied or actual threats of being overlooked for offices or awards if an individual declines the advances of an officer, of the Crown or of their representative';
- Being unwelcomely touched, patted, or pinched;
- Repeatedly being asked for a date or being followed home;
- Images of a sexually explicit or offensive nature;
- Intrusive or unwelcome questions about your sex life;
- Racial harassment for the purposes of this Policy and SCANZ is behaviour that is racist and unwelcome, hurtful, offensive, belittling or threatening and is either repeated or serious enough to have a harmful effect on an individual.;

Examples of racial harassment can include:

- Offensive remarks or jokes about your race, colour, ethnicity or nationality;
- Mimicking the way you speak, e.g. if you have an accent;
- Being called racist names or 'slurs';
- Racially offensive material;
- Deliberately mispronouncing your name;

Harassment can also include other unwelcome or offensive acts such as discrimination which is either persistent or of such a nature that it has a detrimental effect on the individual's enjoyment of the SCA, performance and satisfaction in an officer or titular role, or mental or physical well-being.

The Human Rights Act 1993 makes it unlawful to discriminate based on:

- Sex – includes pregnancy and childbirth, and discrimination against transgender and intersex people because of their sex or gender identity.
 - Marital status – includes marriages and civil unions that have ended.
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- Religious belief – not limited to traditional or mainstream religions.
- Ethical belief – not having a religious belief.
- Colour, race, or ethnic or national origins – includes nationality or citizenship.
- Disability – including physical, psychiatric, intellectual or psychological disability or illness.
- Age – people are protected from age discrimination if they are over 16 years old.
- Political opinion – including not having a political opinion.
- Employment status – being unemployed, on a benefit or on ACC. It does not include being employed or being on national superannuation.
- Family status – includes not being responsible for children or other dependants.
- Sexual orientation – being heterosexual, homosexual, lesbian or bisexual.
- Family violence experience – applies to employees and job applicants affected by family violence.

These grounds can be wide ranging, including in respect of a person's past, present or assumed circumstances. For example, it is unlawful to discriminate against someone because they have a mental illness, had one in the past, or someone assumes they have a mental illness.

Victimisation

Victimisation, for the purposes of this Policy and SCANZ, is any punitive or negative behaviour or action directed against a member of the Society due to their involvement in a dispute or complaint (either as a complainant, witness, support person or otherwise).

Additionally, the Human Rights Act protects people from being victimised because they were involved in a dispute or supported another person to make a complaint or contacted the Commission about harassment or discrimination.

Document information

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Record of amendments

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