

Sexual Harassment



We believe that our customers, associates, members, volunteers, assessors, and observers cannot make their best contribution if they are learning new skill or technique, being reviewed, or working/observing in fear of harassment or inappropriate behaviours.

IAM RoadSmart promotes respect between individuals at every level of our organisation.

What is sexual harassment?

Sexual harassment is an action or behaviour that violates your dignity, makes you feel intimidated, degraded, or humiliated and/or creates a hostile environment.

Forms of sexual harassment:

- Indecent or suggestive remarks, comments, or jokes.
- Requests or demands for sexual favours.
- Suggestive looks, leering or staring.
- Unwelcome sexual advances or touches.
- Intrusive sexual questions.
- Displaying photos, pictures, or drawings of a sexual nature.
- Sending email/texts with a sexual content.
- Spreading sexual rumours.

Did you know?

Even banter, jokes or unwanted attention based on gender difference can be harassment.

Consequences

Sexual harassment is unlawful and IAM RoadSmart adopt a zero-tolerance policy for unacceptable behaviour between all individuals associated with IAM RoadSmart (irrespective of their level and employment/volunteer status). Any individual found to have been behaving unacceptably will be subject to termination of membership.

Sexual Harassment



Complaint's procedure

IAM RoadSmart strives to develop a culture in which harassment is known to be unacceptable and where all individuals feel confident enough to bring forward their complaints without fear of ridicule or reprisal.

IAM RoadSmart aim to deal with all complaints and allegations promptly, discreetly, seriously with any issues that are raised.

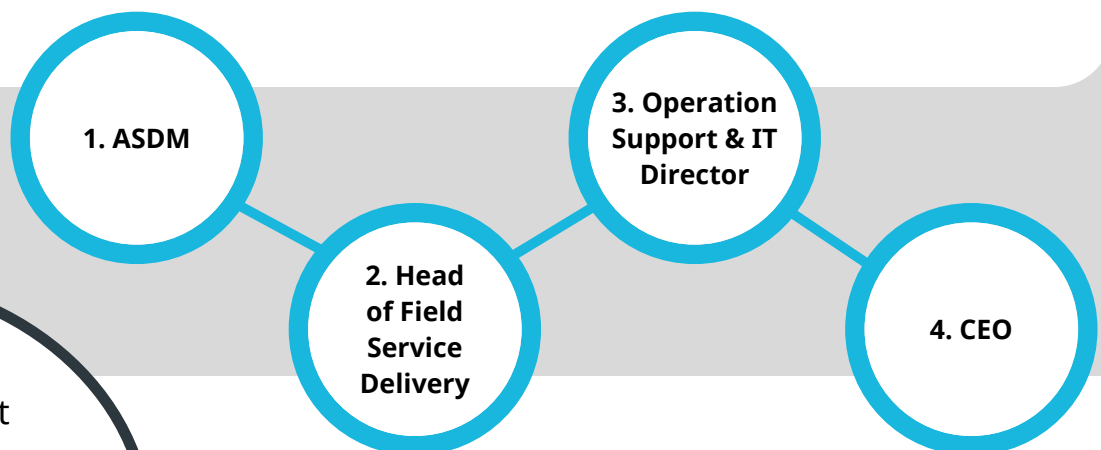
IAM RoadSmart encourages all individuals to try and resolve any issues informally in the first instance, therefore, if you consider you are being bullied or harassed, you should initially raise the problem informally with the person responsible if you feel able. It may be the case that the alleged individual does not know what effect s/he is having on you. You should explain clearly to them that their behaviour is not welcome or makes you uncomfortable. If informal steps have not been successful or are not possible or appropriate, formal action should be considered in the form of raising a grievance. Please refer to the complaint's hierarchy below.

There may be occasions when the behaviour and or actions alleged are not suitable for Informal Resolution. These may include, criminal acts, such as allegations of sexual offences where IAM RoadSmart encourages individuals to report to the regulatory authorities.

Our processes aim to be fair, and followed in an objective and reliable way, without fail, to ensure that the victims are confident that their cases will be taken seriously, and to ensure that the accused are treated fairly and according to due process.

Complaints hierarchy

When making a formal complaint to IAM RoadSmart regarding Sexual Harassment we advise that you follow the complaints hierarchy.



Did you know?

Sexual harassment isn't always in person. It can be on Zoom, Microsoft Teams, social media, Whatsapp and phone calls, etc.

Please note: This hierarchy of reporting can still be used even when raising an alleged sexual harassment matter with a statutory authority to investigate.