

Wizards of Aus Sexual Harassment Policy

Australian Men's Roller Derby (AMRD) and Wizards of Aus (WOA) are committed to providing a community that is free from sexual harassment. All members of the roller derby community, and the wider community deserve to feel safe and welcome. AMRD, along with the WOA Team Leadership will take appropriate actions to ensure the safety of all skaters, coaches, volunteers, and fans.

AMRD and WOA are defining sexual harassment here as unwelcome actions, regardless of intent, including but not limited to the following:

- Sexual advances;
- Requests for sexual favors;
- Sexual pranks, videos, images, or repeated sexual teasing, jokes, or innuendo, in person or via e-mail, phone calls, voicemail, or social media;
- Verbal abuse of a sexual nature;
- Touching or grabbing of a sexual nature;
- Leering, or staring with lewd interest;
- Standing too close in an imposing manner or intentionally brushing up against a person;
- Repeatedly asking a person to socialize during non-skating or non-league activity hours when the person has said no or has indicated that they are not interested;
- Making sexually suggestive gestures at or about an individual or group;
- Sexually abusive/derogatory media (including social media posts, event materials, art, etc.) sent or published while acting as a current representative of either AMRD or WOA (e.g. having a league logo/headshot as a profile picture, listing the league as an affiliation).

This list is not a comprehensive list of actions deemed sexual harassment/assault. The key word is “unwelcome.” The impact to the victim is more important than the perpetrator’s intent. Actions become harassment when someone involved feels unsafe or uncomfortable, regardless of the intentions of the other parties.

A victim or perpetrator of sexual harassment can be of any gender. The victim can be of the same sex and/or gender as the harasser. The harasser can be a skater, coach, or volunteer in the derby community.

If something happens to you:

- We encourage you to report the incident(s) to Grievance or anyone in leadership you feel comfortable talking to, or to report indirectly by asking another league member to relay your report. You can also anonymously report by [filling out this form](#). Even reporting anonymously helps us ensure that someone who is making people feel unsafe or uncomfortable is held accountable. Reporting behavior allows the leagues to address the issue, hopefully preventing further incidents. Even if you do not want the perpetrator to face consequences, reporting helps the leagues develop an awareness of the issues and work toward a more positive, safer culture.
- Make sure you are taking care of yourself. This can include continuing to come to practice or taking a break, talking to a friend or professional, or doing whatever you feel you need.

If someone asks you to stop a behavior:

- Stop immediately.

- Do not make excuses or accusations.
- If you feel more discussion is needed, request mediation through Grievance.

If you observe something questionable:

- If you feel safe, disrupt the interaction by doing one of the following:
 - Intervene by saying something like, “Hey, are you alright?”
 - Start a conversation with either party
 - Invite the uncomfortable party to leave with you
- Don’t blame the person being harassed. Make sure they know it is not their fault.

Process after accusation:

petitioner: in this case, a person who makes a report of sexual harassment

respondent: in this case, a person reported to have committed sexual harassment

- BOD or BOD-selected representatives of the relevant league(s) meet with the petitioner and discuss the incident and what consequences the petitioner feels are necessary for their safety and continued league participation. In the case of WOA, that representation will be members of the Team Leadership Group in consultation with the AMRD Executive Committee.
- If a mediation is requested by either the petitioner or respondent and agreed to by both, Grievance/the BOD will facilitate the mediation.
- If something other than a mediation is necessary, or if the outcome of a mediation dictates, Grievance/BOD-selected representatives communicate with the relevant BOD(s) about the circumstances.
- WOA Team Leadership and AMRD Executive Committee collaborate on an exploration of the circumstances.
- Final decision about consequences is made by a decision-making panel consisting of 2-3 representatives from each relevant BOD and/or BOD-selected representation.
- If a spectator is accused of harassing a member of the WOA, the WOA Team Leadership will liaise with the tournament organisers to ensure that all actions to protect the WOA are taken.

At any point in this process, the petitioner may choose to involve law enforcement.

During and after the grievance process, as always, members of both leagues are expected to adhere to their league’s code of conduct. Behavior viewed as retribution for an accusation will be addressed by WOA Team Leadership.