

Melbourne University Mountaineering Club (MUMC) does not tolerate harassment or bullying in any form, regardless of gender, age, sexual orientation, ability, physical appearance, race, ethnicity, or religion (or lack thereof).

All members of MUMC, persons attending MUMC events in any capacity, and persons engaging in online electronic communication related to MUMC are required to abide by the MUMC Code of Conduct at all times.

If you need help: If you are injured, feel uncomfortable or unsafe, or are experiencing or witnessing inappropriate behaviour, please let us know immediately. **We will handle your complaint as a matter of priority, with absolute seriousness and in the strictest confidence.**

You can contact:

- **Safety officer (Dan Cocker-Andreasen) at safety@mumc.org.au,**
- **Inclusion Deputies at inclusion@mumc.org.au**
 - **Adele Westgård: 0426 757 411**
 - **Anthony Cuskelly: 0428 910 241**
- **Committee Members (details online and in the clubrooms), either in person or by email.**

If someone lets you know that they are uncomfortable about another person's behaviour, please encourage them to come and talk to us, or seek their permission to come and talk to us yourself.

If you violate the code of conduct, a Committee Member or Inclusion Deputy may:

- Issue you with an official warning,
- Convene a Disciplinary Subcommittee, which may result in suspension or expulsion from MUMC,
- Refer your behaviour to Melbourne University Sport,
- Notify the police.

We expect every person to take ownership of their language. This means not using language designed to make another person feel uncomfortable or inferior. This means not using racist, homophobic, sexist, ableist or transphobic language, sexualised, rude or violent language, or language designed to make another person feel uncomfortable or inferior.

We expect every person to take ownership of their actions. Educate yourself on what types of behaviour are appropriate, and act accordingly. Always seek consent. Do not touch someone else without first asking. Do not touch anyone inappropriately. Stop touching someone if they ask or tell you to. Take proactive steps to find out whether the person you are interacting with is comfortable; watch for body language cues or check in verbally with your partner. It is your right to refuse any interaction, for any reason at any time. It is your right to stop interacting with someone at any point for any reason.

It is your responsibility not to sexually harass or bully other people.

Sexual Harassment is unwelcome sexual behaviour, which could be expected to make a person feel offended, humiliated or intimidated. Sexual harassment can be physical, verbal or written. Sexual harassment is against the law and can also be a criminal offence. A single incident is enough to constitute sexual harassment – it doesn't have to be repeated.

Bullying is repeated verbal, physical, social or psychological abuse that creates a risk to a person's health and safety (including mental health). In the most severe cases, bullying behaviours can now be treated as a crime in Victoria.

If someone lets you know, verbally or non-verbally, that they are feeling uncomfortable as a result of your actions, check your behaviour, apologise sincerely, and make a change immediately.