



## SEXUAL EXPLOITATION, ABUSE AND ANTI-BULLYING POLICY

Date of Approval:	February 2nd 2023
Version:	2
Review Date:	February 2nd 2024
Policy Type:	Board Policy

## Review History Table

A Liquid Future's Sexual Exploitation, Abuse and Anti-Bullying Policy will be reviewed annually. Some circumstances may trigger an early review, this includes but is not limited to legislative changes, organisational changes, incident outcomes and other matters deemed appropriate by the Board and/or Chief Executive Officer. A Liquid Future retains records to document each review undertaken. Records may include minutes of meetings and documentation of changes to policies and procedures that result from a review.

Revised on	Version	Date of Approval	Approved by	Content reviewed/ Purpose
28/01/2023	1	14/12/2020	ALF Board	Policy Revised
	2	02/02/2023	ALF Board	Policy Revised

A Liquid Future is committed to doing no harm in the course of our work, and preventing harm within the scope of our activities. This policy makes explicit our commitments and expectations regarding the Prevention of Sexual Exploitation and Abuse and Bullying, further to those outlined in our Code of Conduct, Child Safety Policy and Child Safety Code of Conduct and Recruitment Policy.

## **Definitions**

*Sexual exploitation* - any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, for instance, profiting monetarily, socially or politically from the sexual exploitation of another.

*Sexual abuse* - the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

*Sexual harassment* - an unwelcome sexual advance, unwelcome request for sexual favours, or other unwelcome conduct of a sexual nature, in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated the possibility that the person harassed would be offended, humiliated or intimidated. Sexual harassment can take various forms. It can be obvious or indirect, physical or verbal, repeated or one-off and perpetrated by any person of any gender towards any person of any gender. Sexual harassment can be perpetrated against beneficiaries, community members, citizens, as well as staff and personnel.

*Fraternalisation* - any relationship that involves, or appears to involve, partiality, preferential treatment or improper use of rank or position including but not limited to voluntary sexual behaviour. It could include sexual behaviour not amounting to intercourse, a close and emotional relationship involving public displays of affection or private intimacy and the public expression of intimate relations.

*To Bully* - to seek to harm, intimidate, or coerce (someone perceived as vulnerable); to hurt or frighten someone smaller or less powerful, often forcing that person to do something they do not want to do.

## **Policy Statement**

A Liquid Future is committed to doing no harm in the course of our work, and preventing sexual exploitation, abuse and bullying through the scope of our activities.

A Liquid Future has a zero-tolerance policy for sexual exploitation, abuse and bullying.

All A Liquid Future staff and volunteers must adhere to the highest standards of professional and ethical conduct at all times.

More specifically:

- It is strictly prohibited to have sexual activity with a child (a person under the age of 18). A mistaken belief that the child is over 18 is no defence.
- It is strictly prohibited to exchange money, food, employment, goods, assistance, or services for sex or sexual favours.
- It is strictly prohibited to have sex with prostitutes.
- It is also strictly prohibited to use a child or adult to procure sex for others.

The points above all constitute acts of gross misconduct and are therefore grounds for termination of employment.

- Fraternisation or sexual relationships between A Liquid Future staff and our target groups or beneficiaries of assistance in emergency situations are strongly discouraged, because they can be based on unequal power dynamics. Fraternisation is to be avoided where this may reasonably undermine A Liquid Future's reputation, credibility, or the integrity of our work.
- It is strictly prohibited to bully another staff member, volunteer, member of the communities we serve, or amongst the youth who we reach through our programmes.

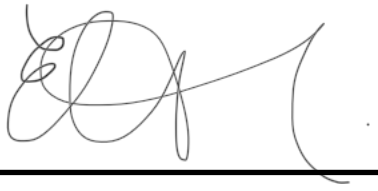
### **Policy in Practice**

Where an A Liquid Future staff member develops concerns or suspicions regarding any violation of the afore mentioned policies by a fellow worker, he or she MUST report such concerns via A Liquid Future's complaints reporting mechanisms, detailed in our Complaints Policy. Where staff feel compelled to report serious concerns outside the organisation, they will be protected as per A Liquid Future's Whistleblowing Policy.

Where safe to do so, and when in accordance to the wishes of the victims, survivors and whistleblowers, all alleged incidents that involve a criminal aspect should be reported through the correct local law enforcement channels. To protect the privacy of alleged perpetrators, victims/survivors, and whistleblowers, information provided to A Liquid Future will be handled in accordance with the Privacy Act 1988 (Cth).

The management and team leaders of A Liquid Future are committed to creating and maintaining an environment that prevents sexual exploitation, abuse and bullying. Managers at all levels have a responsibility to support and develop a culture that rejects and fights any form of these abuses by fostering an environment of respect, gender equity and clear communication.

The Board of A Liquid Future are committed to governing and leading the organisation in a way that prevents these abuses, and supporting management and staff in their efforts to do the same.



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(CEO)



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Rory Gollow  
(Director)



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Keri Algar Cocks  
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