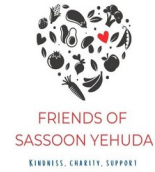




The Sephardi Association of Victoria Inc.

Sassoon Yehuda Sephardi Synagogue
Friends of Sassoon Yehuda Inc.
Sephardi Heritage Museum Australia



All policies have been reviewed April 2026

Policy on Discrimination, Bullying, Harassment and Being Safe

This policy is to protect all members, the Board, all employees, volunteers (of the Sephardi Association of Victoria (SAV), Sassoon Yehuda Sephardi Synagogue, and Friends of Sassoon Yehuda (collectively known in this policy as "SAV Representatives") and visitors; and provide a place that is safe, supportive and free of discrimination, harassment and bullying.

The Board, of the Sephardi Association of Victoria (SAV) and the Sassoon Yehuda Sephardi Synagogue, and Friends of Sassoon Yehuda (known in this policy as The Synagogue), is committed to providing an environment that is safe, and free of discrimination, harassment and bullying, and where all people associated with The Synagogue treat each other with respect.

We respect differences in age, gender, ethnicity, culture, ability, beliefs and sexual orientation.

This policy should be read in conjunction with our policy, Code for Professional Conduct.

The Board will not tolerate behaviour which is unlawful, or which it considers inappropriate, unethical or offensive in nature. Discrimination, harassment and bullying are unlawful and disciplinary action, may result for any SAV Representative who breaches the required behaviours.

We are bound (but not limited to) the following Legislation –

- Workplace Relations Act 1996 (Cth)
- Equal Opportunity Act 1995 (Vic), and three Federal Acts
- Racial Discrimination Act 1975 (Cth)
- Sex Discrimination Act 1984 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Sexual harassment is specifically prohibited by both the Equal Opportunity Act 1995 (Vic) and the Sex Discrimination Act 1984 (Cth)
- Occupational Health and Safety Act 1985 (Vic)

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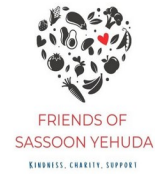
Friends of Sassoon Yehuda Inc.
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- Workplace Relations Act 1996 (Cth)
- Racial and Religious Tolerance Act 2002 (Vic)

The Board will not tolerate the following behaviours -

Harassment in any form which humiliates, seriously embarrasses, intimate, threatens or frightens another SAV representative.

Discrimination in any form.

Bullying in any form. All allegations of bullying will be treated seriously, and the Board will appropriate, and timely internal action will be taken. And if external action is warranted, including involvement of police, this will be managed appropriately.

Managing unacceptable behaviours

The Synagogue Board shall reserve the right to call an SAV Representative to a hearing for the purpose of investigating alleged harassment against another SAV Representative.

The Synagogue Board may, upon considered deliberation -

1. Request that the SAV Representative attend a mediation with the affected SAV Representative
2. Request that the SAV Representative apologise to the affected SAV Representative
3. Ban the SAV Representative from having any contact with the affected SAV Representative
4. Remove membership from the SAV Representative, where all other avenues of remediation have been exhausted.

Being Safe

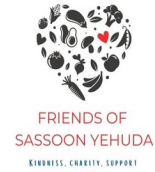
The Synagogue Board is committed to ensuring all SAV Representatives and visitors are safe whilst at 79





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Hotham St, East St Kilda, and at any other official events outside the Synagogue/hall.

Unacceptable behaviours include (but not limited to) -

- Grooming
- Child Abuse
- Child Protection
- Peer Abuse
- Emotional Abuse
- Physical Abuse
- Sexual Abuse

- All forms of abuse are unacceptable and will not be tolerated at this Synagogue.
- Any complaints or allegations that have a criminal aspect of misconduct, the Board will direct the person making the complaint towards the relevant authorities eg: the Police.
- The Board will not tolerate reprisals against any person who makes a complaint, and action will be taken against any person who is found to engage in such behaviour.
- All parties will be able to tell their story in a safe and trusting environment. And all personal/sensitive information will be treated with respect, and handled as per the legislated Privacy Policies.
- SAV Representatives, who work with children, are required to have a current Working With Children (WWC) check.
- SAV Representatives will not serve alcohol to a child either on the Synagogue premises, at a Synagogue function or in a private home, including while hosting a child for a Shabbat meal, unless the parents have given permission.

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