



## Northern Sydney Astronomical Society Inappropriate Behaviour Policy

### Who we are

The “Society” a.k.a. “NSAS” is the Northern Sydney Astronomical Society Incorporated (Number Y0951224) and is incorporated in NSW. It operates as a Not-For-Profit association of members and is administered by a committee as appointed under the Society’s constitution (which can be found on the NSAS website ([www.nsas.org.au](http://www.nsas.org.au))).

### Inappropriate Behaviour Definition

NSAS requires all members, and visitors and guests to behave in a respectful manner to all other members, visitors, and guests of the society.

Any behaviour, that a reasonable person on the street, would find inflammatory, sexist, racist, demeaning, abusive, discriminatory, threatening or intolerant of any person, view or thought, is not acceptable and subject to this policy.

Whilst NSAS understands and supports, the expression of different views, this needs to be done at all times in a non-threatening, non-abusive manner and subject to the guardrails above.

### Implementation

Any NSAS Committee member, Event Organiser, or an NSAS person identified as responsible for a NSAS function or service (e.g. event, website, presentation, meeting, etc), who identifies a behaviour that is subject to this policy will warn the individual that their behaviour is considered inappropriate and will be asked to desist. In the instance where further inappropriate behaviour is observed then the individual will be asked to leave an event if at one, or where able removed from the website to be removed, and the behaviour is to be reported to the NSAS Committee.

The NSAS Committee will consider the issue and may call for further narrative to ensure a complete and unbiased understanding of the situation is able to be appraised.

The Committee can take any action it sees fit to protect the goodwill of the Society and the safety of its members, visitors, and guests. This action can include no action, issue warnings or cancel and / or ban, any membership and / or future attendance at a NSAS event.

### Committee reserves rights

The Committee reserves the right to change or alter the Policy, from time to time and with no notice, as it sees fit to cater for changing circumstances.

These rights require an appropriate committee meeting to be convened and the decision taken to amend the policy.

### Contact information

If you have any concerns with the policy, or with any observed behaviours, please send an email to [nsas@nsas.org.au](mailto:nsas@nsas.org.au). Alternatively, you can contact any [Committee member](#) if you have any questions or concerns.