



Oscar likes Amelia

A male SES volunteer is attracted to a female volunteer and wants to let her know. How will this play out?

The story

Amelia and Oscar are SES volunteers – they started around the same time and are in the same Unit.

During their training, Oscar finds that he is attracted to Amelia and enjoys the occasions when they are paired up for various activities. Amelia enjoys working with Oscar but is not attracted to him and does not return his advances.

To create opportunities to connect with Amelia outside work hours, Oscar gets her mobile number from the Unit's recall book. He sends her personal text messages and photos about things he knows they have in common.

Amelia asks Oscar to stop, but he continues to make contact. He also manipulates the Unit callout and training roster, so they are always in the same crew.

The information used in this scenario is not factual – we created it for education and discussion. Any likeness to actual persons or events is coincidental.

Questions – Facilitator copy

1. What are the integrity risks around this situation?
 - ▽ manipulation of the roster for personal gain
 - ▽ sexual harassment
 - ▽ misuse of work information

2. What should Amelia do?
 - ▽ Report Oscar's behaviour to the Crew Leader and ask that they speak to Oscar.
 - ▽ It is important that Amelia and the Crew Leader follow the procedures for addressing bullying and harassment.

3. What could be done to address the issues?
 - ▽ Noting the consequences of ongoing misconduct, make clear to volunteers their responsibilities concerning their:
 - use of work information
 - duty of care to avoid harassment, and
 - requirement to follow procedures for reporting workplace bullying and harassment.
 - ▽ Speak with Oscar about his behaviour and make sure he cannot manipulate the callout and training roster in the future.
 - ▽ Ensure Oscar understands that if the behaviour continues, he could face investigation and be stood-down as a volunteer.
 - ▽ Ensure Amelia feels that the situation has been addressed and she is supported to continue volunteering with SES.



The Commission can help

We are available to provide support and assistance with identifying, reporting, investigating, managing and preventing misconduct: prevention@integrity.tas.gov.au or 1300 720 289.

For more Misconduct Prevention resources go to www.integrity.tas.gov.au/resources.