

Workplace Harassment Policy



Purpose

The Organisation believes that all people should work in an environment free from harassment, bullying and workplace violence. The Organisation understands that workplace bullying is a threat to the health and wellbeing of its staff, Board Members, students, volunteers and customers.

Policy

The Organisation is committed to providing a workplace that is free from all forms of harassment, bullying and workplace violence. In addition to the application of equal employment opportunity principles, the Organisation also strives to ensure that the workplace is free of vilification and victimisation.

The Organisation actively promotes a safe and positive workplace culture where all stakeholders are treated equitably and respectfully. The Organisation will investigate, document and respond to incidents and complaints relating to workplace harassment, bullying or violence in a timely and effective manner.

Workplace harassment or bullying does not include reasonable management action or direction with respect to performance management processes.

Ratified by	Board
Person responsible	Chief Executive Officer
Version	V1.1

Legislation

Fair Work Act 2009 (Clth)
Public Interest Disclosures Act (Clth)
Workplace Relations Act 1996 (Clth)
Anti-Discrimination Act 1977 (NSW)
Anti-Discrimination Act 1991 (QLD)
Workplace Health and Safety Act 2011 (NSW)

Documentation

Documents related to this policy

Related Policies & Procedures:

Values, Vision and Mission
Code of Conduct and Professional Ethics
Conflict of Interest
Privacy
Risk Management
Employment Conditions and Benefits
Equity and Diversity
Workplace Health and Safety