

Workplace Harassment Policy

Purpose

Third Sector Australia (3SA) believes that all people should work in an environment free from harassment, bullying and workplace violence. 3SA understands that workplace bullying is a threat to the health and wellbeing of its staff, Board Members, students, volunteers and customers.

Policy

Third Sector Australia (3SA) 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, 3SA also strives to ensure that the workplace is free of vilification and victimisation.

3SA actively promotes a safe and positive workplace culture where all stakeholders are treated equitably and respectfully. 3SA 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.

Last reviewed	June 2017
Review date	June 2019
Ratified by	3SA Board
Person responsible	Chief Executive Officer
Version	V.1



Policy context: This policy relates to

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

Related Forms and Guidelines

