



DISCRIMINATION AND HARASSMENT POLICY

1 Aim

The Corporation aims to maintain a work environment that is free from all forms of discrimination, intimidation and harassment.

2 Legislation

- Workplace Relations Act 1996 (Cth)
- Racial Discrimination Act 1975 (Cth)
- Human Rights and EEO Commission Act 1986
- Equal Employment Opportunity Act 1987 (Cth)
- Equal Opp for Women in the Workplace Act 1999 (Cth)
- Anti Discrimination Act 1998 (TAS)
- Sex Discrimination Act 1984 (Cth)
- Disability Discrimination Act 1992 (Cth)

3 Policy

The Corporation is committed to providing a workplace free from bullying, harassment and intimidation. These forms of behaviour are unacceptable and will not be tolerated.

For the purposes of this policy the following shall mean:

- *Workplace bullying* – repeated, unreasonable behaviour directed toward an employee or group of employees.
- *Discrimination* – may be either direct or indirect and is defined as either unfair or less favourable treatment of an individual or group.
- *Harassment* - a form of indirect discrimination and is defined as any action, by either a group or an individual that is or may be perceived as threatening, unwanted or uninvited behaviour.

The Corporation is committed to:

- appointing Contact Officers ;
- communicating the names of the Contact Officers to employees ;
- ensuring that all employees are provided with appropriate training ;
- encouraging employees to report workplace bullying and harassment to the Contact Officer or Human Resources ;
- ensuring that all complaints are handled promptly, confidentially and sensitively; and
- ensuring that appropriate investigation and action is taken in accordance with set procedures.

4 Responsibilities

The Chief Executive Officer is responsible for:

- encouraging employees to report any forms of bullying or harassment ;
- ensuring employees are not victimised for reporting bullying or harassment ; and
- determining actions against employees, contractors or other persons where bullying or harassment is substantiated.

Employees are :

- expected to behave in a professional manner and treat all staff with respect and dignity;
- to report any instances of bullying and harassment; and
- not to harass other persons in the workplace.

All staff are required to comply with the spirit and letter of this policy and its associated procedures and undertake any relevant training as required.

5 References

- Corporate Code of Conduct
- Equal Employment Opportunity Policy

Approved by the CEO on 29/06/2009

A handwritten signature in black ink, appearing to read "B. White", is written over a horizontal line. The signature is cursive and includes a long horizontal stroke at the end.

Signed: _____