

HARASSMENT & BULLYING POLICY

Objective

ICI Industries Pty Ltd is committed to providing its employees with a safe work environment that is free from inappropriate behaviour. Workplace Bullying and Harassment of any persons will not be tolerated.

Definitions

Harassment.

Verbal, written or physical behaviour or conduct that is offensive, threatening, intimidating, abusive or belittling in nature, and that is unwelcome, unreciprocated, uninvited and usually, but not always repeated.

EXAMPLES

Unwelcome practical jokes
The use of unsuitable language in the workplace
Spreading gossip or rumours

Bullying

Behaviour that is directed towards employee or group of employees that would victimise, humiliate, undermine or threatens them.

EXAMPLES

Verbal abuse
Intimidating behaviour
Denying opportunities for training, promotion or interesting work
Excluding or isolating employees.

Harassment and Bullying are illegal under a range of Federal and State legislation.

ICI Industries Pty Ltd is therefore committed to ensuring that:

- Harassment, bullying and workplace violence complaints are treated seriously;
- Complaints are attended to promptly and confidentially;
- Complaints are investigated impartially;
- Action is taken to ensure that misconduct does not continue; and
- Complainants and witnesses are not victimised in any way.

For more information on Workplace Bullying and Harassment see supporting documentation.

WHS PR002

ALL INDIVIDUALS AT WORK ARE RESPONSIBLE FOR THE HEALTH AND SAFETY OF THEMSELVES AND OTHERS.

Graham Foley
MANAGING DIRECTOR

SIGNATURE

DATE