

ss 47E(c) & 47G(1)

The ABC intranet site - Policies section also outlines the importance of learning about the ABC core policies is part of mandatory onboard so that all employees understand what is expected of them but also what they can expect. If there is an incident the policy outlines the process for addressing the breach.

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Anti-Discrimination, Anti-Bullying and Anti-Harassment Policy

[Edit](#)

Download a copy of the policy [here](#).

POLICY STATEMENT

We encourage and support positive workplace behaviours that reflect our values of integrity, respect, collegiality and innovation.

Behaviour like bullying, discrimination and harassment is clearly at odds with our values, as well as potentially breaching the law – and this will not be tolerated.

PURPOSE OF THIS POLICY

This policy is to make you aware of your obligations together with the [ABC Grievance Resolution Guidelines](#):

- not to harass, discriminate, bully or victimise others and the consequences of such conduct; and
- how to make a grievance or complaint.

For information on how to raise issues of bullying, harassment and discrimination, and information about the approach we may take to resolve these issues, see the [ABC Grievance Resolution Guidelines](#).

WHO AND WHEN

This policy applies to all ABC employees, all ABC suppliers, contractors and subcontractors, work experience students, interns and all ABC volunteers (**Workers**).

The expectations of behaviour set out in this policy apply:

- in the workplace (including outside normal working hours);
- while undertaking work activities (including interactions with third parties and while working away from the ABC's premises);
- at external events (including conferences and social functions) whether on-site or off-site.

Extract from policy -

What is bullying?

Workplace bullying is repeated, unreasonable behaviour directed towards a Worker or a group of Workers, which creates a risk to health and safety.

Repeated refers to the persistent or ongoing nature of the behaviour and can involve a range of behaviours over time.

Unreasonable behaviour means behaviour that a reasonable person, having regard to all the circumstances, would see as unreasonable, including behaviour that is victimising, humiliating, intimidating or threatening.

The following types of behaviour, whether intentional or unintentional, may be workplace bullying if they are repeated, unreasonable and create a risk to health and safety:

- abusive, insulting or offensive language or comments;
- aggressive and intimidating conduct;
- belittling or humiliating comments;
- victimisation;
- practical jokes or initiation;
- unjustified criticism or complaints;
- threatening to expose an individual's sexuality, intersex status, or trans or gender diverse identity;
- withholding information that is vital for effective work performance;
- intentionally setting unreasonable timelines or constantly changing deadlines;
- intentionally setting tasks that are unreasonably below or beyond a person's skill level;
- denying access to information, supervision, consultation or resources to the detriment of the Worker;
- spreading misinformation or malicious rumours;

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- changing work arrangements such as rosters and leave to deliberately inconvenience a particular Worker or Workers;
 - speculating with colleagues about an individual's sexuality, intersex status, or trans or gender diverse identity;
 - deliberately excluding someone from work-related activities.

Workplace bullying can be carried out in a variety of ways, including through verbal or physical abuse, through email, text messages, internet chat rooms, instant messaging or other social media channels.