

BULLYING, HARRASMENT AND VICTIMISATION POLICY

Fleurieu Cranes Pty Ltd is committed to providing a work environment free from harassment, bullying and victimisation. These activities will not be tolerated under any circumstances.

Examples of bullying, harassment and victimisation include:

- intimidation
- handing out impossible tasks
- psychological harassment
- repeated hurtful remarks or attacks
- sexual harassment
- Malicious rumours or gossip

Potential affects include

- being less active or successful
- being scared, stressed, anxious or depressed
- affected relationships
- absenteeism
- lack of trust
- health impacts

Under this policy:

- Fleurieu Cranes will promote a positive and supportive environment for employees.
- All workers will be expected to show decency and respect in all interactions.
- No worker shall engage in any form of sexual harassment i.e. *sexual advances, inappropriate touching, remarks or jokes.*
- Supervisors and managers will provide leadership and are responsible for preventing incidents and taking prompt action in the event an incident does occur.

Any identified instances of harassment; bullying and victimisation will be investigated and may result in disciplinary action including dismissal.

Philip Allen

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MANAGING DIRECTOR


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SIGNATURE

24 June 2019

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DATE