



POLICY – WORKPLACE DISCRIMINATION, HARASSMENT, AND BULLYING

ID No: FBCNW-10-55

Version: 2.0

Applies to:	<ul style="list-style-type: none">• All Staff• All Board Members• Sub-Contractors and Volunteers
Applicable Standards:	<ul style="list-style-type: none">•
Applicable Legislation:	<ul style="list-style-type: none">• Anti-Discrimination Act 1998 (Tasmania)• Commonwealth Racial Discrimination Act 1975• Commonwealth Disability Discrimination Act 1992• Workplace Health and Safety Act 2012?• Fair Work Act 2009?
Contractual Obligations:	<ul style="list-style-type: none">• FBC Enterprise Agreement (current)• Policy – Discipline – FBCNW-10-21• Policy – Diversity and Cultural Inclusion – FBCNW-10-434• Policy – Risk Management – FBCNW-10-46• Policy – Staff Grievance – FBCNW-16-253

Family Based Care Tasmania (FBC) values the diversity of our workforce and respects the differences between employees.

FBC is committed to providing a safe, flexible, and respectful working environment, in which all employees are treated with dignity and respect, and adopts a zero tolerance position on harassment (of any kind), bullying, or discrimination.

Any complaint will be dealt with promptly and fairly in accordance with Policy - Staff Grievance, the current Enterprise Agreement, and the principles of Natural Justice.

The Chief Executive Officer is responsible for ensuring that the relevant Policies and Procedures are in place.

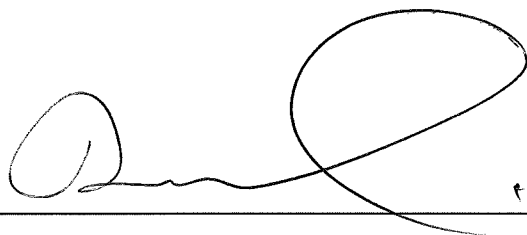
Definitions

Harassment: Is uninvited, unwelcome behaviour that does not have any legitimate workplace function. This may include any written, physical, or verbal conduct that from the perspective of a reasonable person is intimidating, offensive, or humiliating against another person. Harassment also includes unwanted sexually related behaviour which has the effect of humiliating, offending, or intimidating another person.

Discrimination: It is discrimination when a person is treated less favourably (worse) than other people because they have a particular characteristic such as their age, race, gender, gender identity, religion, political opinion, sex, pregnancy (or potential pregnancy), physical or mental disability, sexual orientation, aged, and / or family / relationship responsibilities and / or status.

Bullying: Bullying is repeated unreasonable behaviour directed towards a person or group of persons. Bullying includes behaviour that can reasonably be expected to intimidate, offend, degrade, humiliate, undermine, or threaten, and can occur face to face or via digital communication channels such as email, online, or via social media.

Authorised
by:



Date:

19/8/19.

Chairman of the Board