

WORKPLACE HARASSMENT, BULLYING, VICTIMISATION & AGGRESSION

Georgiou is committed to ensuring a working environment free from bullying, harassment, aggression and victimisation.

Georgiou will not tolerate:

- **Workplace Bullying** is when a person or a group of people repeatedly behave unreasonably towards a worker or a group of workers at work, examples include aggressive or intimidating conduct, belittling or humiliating comments and teasing, practical jokes.
- **Workplace Harassment** is any unwelcome behaviour associated with unlawful discrimination which offends, intimidates, degrades or humiliates, irrespective of intent. Unlawful harassment can be direct or indirect on the grounds of sex, marital status or pregnancy, family responsibility or family status, sexual orientation, race, religious or political conviction, impairment, age or, in certain cases gender history. Unlawful harassment can be of a verbal, non-verbal or physical nature.
- **Workplace Aggression** is an action or incident which may physically or psychologically harm another person. Aggressive behaviour is present in situations where employees and other people are threatened, verbally abused, attacked or physically assaulted at work.
- **Workplace Victimisation** is where a person subjects, or threatens to subject, another person to disadvantage on the grounds that the person victimised has made, or proposes to make, a complaint or take other action under Equal Opportunity legislation.

In order to achieve this commitment Georgiou will:

- encourage the reporting of behaviours which breach this policy;
- educate employees about acceptable behaviour at work;
- promptly, effectively and confidentially address complaints;
- promote appropriate standards of conduct at all times; and
- provide appropriate and effective processes, structures and resources to prevent and address issues of harassment, bullying, victimisation and aggression.

All managers must:

- implement this policy and ensure all employees operate in an environment free from the threat or risk of bullying, harassment, aggression or victimisation;
- ensure all employees are aware bullying, harassment, aggression or victimisation will not be tolerated;
- role model appropriate behaviour at all times; and
- act on any matter brought to their attention in accordance with this policy.

It is the responsibility of all employees to ensure they do not bully, harass, victimise or behave aggressively towards another employees or other people in the workplace. Employees must be aware that non-compliance with the policy will result in disciplinary action, which may include dismissal, as well as being subject to possible action under Federal or state laws.

Employees who believe they are being subjected to workplace bullying, harassment, aggression or victimisation, should contact their Line Manager, Human Resources or a nominated diversity champion.



Rob Monaci
Chief Executive Officer
March 2019

