

WORKPLACE BULLYING, DISCRIMINATION AND HARASSMENT POLICY

1. Scope

This policy applies to:

- board members
- all staff, including: managers and supervisors; full-time, part-time or casual, temporary or permanent staff; job candidates; student placements, apprentices, contractors, sub-contractors and volunteers
- how GPSA provides services to stakeholders and how it interacts with other members of the public
- all aspects of employment, recruitment and selection; conditions and benefits; training and promotion; task allocation; shifts; hours; leave arrangements; workload; equipment and transport
- on-site, off-site or after hours work; work-related social functions; conferences – wherever and whenever staff may be as a result of their GPSA duties
- staff treatment of other staff, of stakeholders, and of other members of the public encountered in the course of their GPSA duties.

2. Aims

GPSA is committed to providing a safe, flexible and respectful environment for staff and stakeholders free from all forms of discrimination, bullying and sexual harassment.

All GPSA staff are required to treat others with dignity, courtesy and respect.

By effectively implementing our *Workplace bullying, discrimination and harassment policy* we will attract and retain talented staff and create a positive environment for staff.

3. Staff rights and responsibilities

All staff are entitled to:

- recruitment and selection decisions based on merit and not affected by irrelevant personal characteristics
- work free from discrimination, bullying and sexual harassment
- the right to raise issues or to make an enquiry or complaint in a reasonable and respectful manner without being victimised
- reasonable flexibility in working arrangements, especially where needed to accommodate their family responsibilities, disability, religious beliefs or culture.

All staff must:

- follow the standards of behaviour outlined in this policy
- offer support to people who experience discrimination, bullying or sexual harassment, including providing information about how to make a complaint
- avoid gossip and respect the confidentiality of complaint resolution procedures
- treat everyone with dignity, courtesy and respect.

3.1 Additional responsibilities of managers and supervisors

Managers and supervisors must also:

- model appropriate standards of behaviour
- take steps to educate and make staff aware of their obligations under this policy and the law
- intervene quickly and appropriately when they become aware of inappropriate behaviour
- act fairly to resolve issues and enforce workplace behavioural standards, making sure relevant parties are heard
- help staff resolve complaints informally
- refer formal complaints about breaches of this policy to the CEO in the first Instance or if it is a matter that involves the CEO as a party to the complaint then directly to the GPSA Chair for investigation
- ensure staff who raise an issue or make a complaint are not victimised
- ensure that recruitment decisions are based on merit and that no discriminatory requests for information are made
- seriously consider requests for flexible work arrangements.

4. Unacceptable workplace conduct

Discrimination, bullying and sexual harassment are unacceptable at GPSA and are unlawful under the following legislation:

- *Sex Discrimination Act 1984* (Cth)
- *Racial Discrimination Act 1975* (Cth)
- *Disability Discrimination Act 1992* (Cth)
- *Age Discrimination Act 2004* (Cth)
- *Australian Human Rights Commission Act 1986* (Cth).

Staff (including managers) found to have engaged in such conduct might be counselled, warned or disciplined. Severe or repeated breaches can lead to formal discipline up to and including dismissal.

4.1 Discrimination

Discrimination is treating, or proposing to treat, someone unfavourably because of a personal characteristic protected by the law, such as sex, age, race or disability.

Discrimination can occur:

Directly, when a person or group is treated less favourably than another person or group in a similar situation because of a personal characteristic protected by law (see list below).

*For example, a worker is harassed and humiliated because of their race
or
A worker is refused promotion because they are 'too old'*

Indirectly, when an unreasonable requirement, condition or practice is imposed that has, or is likely to have, the effect of disadvantaging people with a personal characteristic protected by law (see list below).

For example, redundancy is decided based on people who have had a worker's compensation claim rather than on merit.

Protected personal characteristics under Federal discrimination law include:

- a disability, disease or injury, including work-related injury
- parental status or status as a carer, for example, because they are responsible for caring for children or other family members
- race, colour, descent, national origin, or ethnic background
- age, whether young or old, or because of age in general
- sex
- industrial activity, including being a member of an industrial organisation like a trade union or taking part in industrial activity, or deciding not to join a union
- religion
- pregnancy and breastfeeding
- sexual orientation, intersex status or gender identity, including gay, lesbian, bisexual, transsexual, transgender, queer and heterosexual
- marital status, whether married, divorced, unmarried or in a de facto relationship or same sex relationship
- political opinion
- social origin
- medical record
- an association with someone who has, or is assumed to have, one of these characteristics, such as being the parent of a child with a disability.

It is also against the law to treat someone unfavourably because you assume they have a personal characteristic or may have it at some time in the future.

4.2 Bullying

If someone is being bullied because of a personal characteristic protected by equal opportunity law, it is a form of discrimination.

Bullying can take many forms, including jokes, teasing, nicknames, emails, pictures, text messages, social isolation or ignoring people, or unfair work practices.

Under Federal law, this behaviour does not have to be repeated to be discrimination – it may be a one-off event.

Behaviours that may constitute bullying include:

- sarcasm and other forms of demeaning language
- threats, abuse or shouting
- coercion
- isolation
- inappropriate blaming
- ganging up
- constant unconstructive criticism
- deliberately withholding information or equipment that a person needs to do their job or access their entitlements
- unreasonable refusal of requests for leave, training or other workplace benefits.

Bullying is unacceptable in GPSA and may also be against occupational health and safety law.

4.3 Sexual harassment

Sexual harassment is a specific and serious form of harassment. It is unwelcome sexual behaviour, which could be expected to make a person feel offended, humiliated or intimidated. Sexual harassment can be physical, spoken or written. It can include:

- comments about a person's private life or the way they look
- sexually suggestive behaviour, such as leering or staring
- brushing up against someone, touching, fondling or hugging
- sexually suggestive comments or jokes
- displaying offensive screen savers, photos, calendars or objects
- repeated unwanted requests to go out
- requests for sex
- sexually explicit posts on social networking sites
- insults or taunts of a sexual nature

- intrusive questions or statements about a person's private life
- sending sexually explicit emails or text messages
- inappropriate advances on social networking sites
- accessing sexually explicit internet sites
- behaviour that may also be considered to be an offence under criminal law, such as physical assault, indecent exposure, sexual assault, stalking or obscene communications.

Just because someone does not object to inappropriate behaviour in the workplace at the time, it does not mean that they are consenting to the behaviour.

Sexual harassment is covered in the workplace when it happens at work, at work-related events, between people sharing the same workplace, or between colleagues outside of work.

All staff have the same rights and responsibilities in relation to sexual harassment.

A single incident is enough to constitute sexual harassment – it doesn't have to be repeated.

All incidents of sexual harassment – no matter how large or small or who is involved – require employers and managers to respond quickly and appropriately.

GPSA recognises that comments and behaviour that do not offend one person can offend another. This policy requires all staff to respect other people's limits.

4.4 Victimization

Victimization is subjecting or threatening to subject someone to a detriment because they have asserted their rights under equal opportunity law, made a complaint, helped someone else make a complaint, or refused to do something because it would be discrimination, sexual harassment or victimisation. Victimization is against the law.

It is also victimisation to threaten someone (such as a witness) who may be involved in investigating an equal opportunity concern or complaint.

Victimization is a very serious breach of this policy and is likely (depending on the severity and circumstances) to result in formal discipline against the perpetrator.

GPSA has a zero tolerance approach to victimisation.

4.5 Gossip

It is unacceptable for staff at GPSA to talk with other staff members, stakeholders or suppliers about any complaint of discrimination or harassment.

Breaching the confidentiality of a formal complaint investigation or inappropriately disclosing personal information obtained in a professional role (for example, as a manager) is a serious breach of this policy and may lead to formal discipline.

5. Merit at GPSA

All recruitment and job selection decisions at GPSA will be based on merit – the skills and abilities of the candidate as measured against the inherent requirements of the position – regardless of personal characteristics.

It is unacceptable and may be against the law to ask job candidates questions, or to in any other way seek information, about their personal characteristics, unless this can be shown to be directly relevant to a genuine requirement of the position.

6. Resolving issues at GPSA

GPSA strongly encourages any staff member who believes they have been discriminated against, bullied, sexually harassed or victimised to take appropriate action by using an informal resolution and/or a formal investigation approach.

6.1 Informal resolution

The informal options open to a worker are;

- Reporting to the CEO who will then identifying and minimising any risk without implicating the person
- Speaking to the CEO for advice and support, or
- Speaking to the person engaging in bullying behaviour directly, being mindful of personal safety and the possibility of reprisals.

If a worker chooses to speak directly to the person engaging in inappropriate behaviour, they should keep a record of that conversation. If a worker chooses to resolve the issue themselves (and has made the CEO aware), then the CEO is responsible for ensuring they are protected from any reprisals.

Although a worker has the right to make either a formal or an informal complaint, GPSA encourages them to consider the informal process first, as this can often achieve a better result for both parties.

The formal approach will not include an investigation or disciplinary action. Instead, a “no blame” approach is encouraged. The main focus in an informal process is to return the individuals to productive work as soon as possible without further inappropriate behaviour. Employees are not required to exhaust informal attempts at resolution before formal action commences. Where an informal procedure is inappropriate, unsuccessful or the complainant wishes to pursue the matter further (and this is considered appropriate), the Formal Resolution process will be applied.

Staff who do not feel safe or confident to take such action may seek assistance from an external agency for advice and support or action on their behalf, such as:

- www.humanrightscommission.vic.gov.au
- <http://www.worksafe.vic.gov.au/>
- www.humanrights.gov.au

6.2 Formal resolution

The formal process involves the target of the inappropriate behaviour making a formal complaint in writing which is then formally investigated. The CEO is to assist all staff to clearly understand what to expect from making a formal complaint.

A staff member making a complaint is to be told that:

- the investigation procedures will ensure fairness for all concerned
- an investigation will occur as soon as possible after the complaint is received
- an impartial and independent (preferably external) person will conduct the investigation

- The formal process is made up of:
 - Lodging a complaint
 - Initial response to the incident by the CEO
 - A formal investigation
 - Outcomes of the investigation, including any disciplinary action
 - Possible appeals process, if necessary, and
 - Monitoring the situation following the investigation

6.3 Principles of natural justice

Principles of natural justice will be followed in all formal investigations. These principles are designed to protect all parties.

- The person who is alleged to have committed the inappropriate behaviour will be treated as innocent unless the allegations are proved to be true.
- Allegations will be investigated promptly.
- All allegations need to be put to the person they are made against.
- The person the allegations are made against must be given a chance to explain his or her version of events.
- If the complaint is upheld, any disciplinary action that is taken needs to reflect the seriousness of the matter.
- Right of appeal is explained.
- Mitigating factors will be taken into account when assessing if disciplinary action is necessary.

7. Other relevant GPSA policies

Staff, especially managers and supervisors, are encouraged to read this policy in conjunction with other relevant GPSA policies, including

- GPSA Human Resources policies and procedures
- Mission, vision and values statement

8. More information

If you have a query about this policy or need more information, please contact the CEO or the GPSA Chair.

9. Review details

- This policy was approved by the GPSA Board on 23 May 2018
- This policy will be reviewed 3 years from date of approval.
- This policy was last updated on 23 May 2018.