



# POLICY STATEMENT

## WORKPLACE & BULLYING HARASSMENT

**Michael Parker Building Pty Ltd** is committed to ensuring (as far as practicable) that all people working for our organisation are not exposed to harassment and bullying.

### Definition

Harassment / Bullying is repeated unreasonable or unwelcome behaviour, directed towards an individual, or a group of individuals that clearly creates a risk to health and safety, it may also be a one time act of aggression.

Each and every **Michael Parker Building** employee and contractor is advised that it will not be acceptable, this was reiterated whilst receiving our safety induction training. Therefore it shall be unacceptable to claim ignorance to the company's stance on harassment and bullying.

**Examples are**, but not restricted to:

- Verbal abuse.
- Purposely humiliating someone in front of peers / subordinates.
- Aggressive or malicious behaviour towards another.
- A person or persons making threats towards you, or trying to intimidate.
- Ongoing unruly behaviour, such as taunts or practical jokes particularly where the recipient is not a willing participant and has clearly indicated this.
- Comments of a racial or sexual nature.

It shall be clear and understood that it is a condition of employment that all employees are to behave in a professional manner and treat others with dignity and respect.

If you believe that you are a victim of workplace harassment or bullying you must report this to a member of management as soon as possible. You shall be required to complete an incident form and **Michael**

**Parker Building** management will investigate as soon as it is practicable, to bring about a resolution.

Those who witness such attacks on others have a duty to report workplace bullying as soon as possible, this is a management directive.

We reserve the right to terminate an employee and/or contractors, for serious misconduct, particularly if they have ignored a prior warning to cease such behaviour.

Michael Parker

Managing Director

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