

# Anti-Bullying and Harassment Policy

## Purpose

The purpose of this policy is to make Innovation Transport Services employees aware of what constitute harassment, discrimination and workplace bullying, and their responsibilities in preventing and managing such incidents. The intended outcome is a workplace that is free from all forms of harassment, discrimination and bullying.

## Application

This policy applies to Innovation Transport Services ongoing and non-ongoing employees, contractors and consultants.

## This policy covers:

Any behavior or series of behaviors that unfairly or unreasonably offends, humiliates, intimidates, belittles, undermines, scares, excludes, or embarrasses anyone it is directed at, or anyone who sees or overhears it; and Any behavior or series of behaviors which may constitute any form of discrimination.

## Legal Framework

Harassment or discrimination on the grounds of race, gender, religion, political opinion, sex, pregnancy or potential pregnancy, marital status, physical or mental disability, sexual preference, national extraction or social origin, age, and/or family responsibilities is an offence under various Commonwealth anti discrimination and workplace legislation. Further, employees must not harass or discriminate against others on the grounds of political or religious conviction or union membership status.

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## Breaches

Engaging in harassing, discriminating or bullying conduct in the workplace constitutes a breach of this policy and the APS Code of Conduct and may result in disciplinary action up to and including dismissal. In some instances harassment, discrimination or workplace bullying may also amount to a criminal offence or a breach of relevant Commonwealth legislation.

## Legislation

Public Service Act 1999

Human Rights and Equal Opportunity Commission Act 1986

Racial Discrimination Act 1975

Sex Discrimination Act 1984

Disability Discrimination Act 1992

Age Discrimination Act 2004

Occupational Health and Safety Act 1991

Workplace Relations Act 1996

Freedom of Information Act 1982

Privacy Act 1988

Crimes Act 1900

Criminal Code 2002

Review date: Two years after the date of publishing or where appropriate.