



<b>NO-BULLING POLICY</b>		
<i>Policy Number</i>	<i>Issue Number</i>	<i>Issue Date</i>
OHS003	001	3 <sup>rd</sup> April 2006
<i>Authorised</i>	Gary Collins, Director	

Southern Rigging and Scaffolding is committed to providing our employees with a healthy and safe work environment under Section 21 of the Occupational Health and Safety Act 1985 that is **free from bullying, violence and other forms of harassment.**

Bullying is **repeated and unreasonable** behaviour directed toward a person, or group of people, that creates a risk to health and safety. Examples of bullying include:

- verbal abuse and yelling
- abusive emails, letters or other forms of electronic or written communication
- humiliating someone through sarcasm, criticism, or insults
- constant criticism
- exclusion of a person from workplace activities
- threatening a person with disciplinary action or termination

Southern Rigging and Scaffolding expects all employees to behave in a professional manner and to treat each other with **dignity and respect** at all times. Bullying, violent or harassing behaviours will not be tolerated.

We encourage all employees who experience bullying, violence or harassment to report it. All reports will be seen as a serious matter and will be investigated in a timely manner.

Managers and supervisors have responsibility to ensure employees are not bullied, harassed or subjected to violence and to take actions appropriate to the situation to ensure that the behaviours cease.