

Bullying & Harassment Policy

Mobecrete is committed to providing a workplace free of all forms of harassment and bullying, as prescribed by Commonwealth and state legislation. It is an employees right to be treated with dignity and respect and it is also the employee's responsibility to treat others the same way.

The company is committed to meeting its legislative obligations relating to harassment and bullying and shall take all reasonable practicable steps to provide and maintain a working environment free from these behaviours as part of providing a safe and healthy work environment. Mobecrete shall ensure unreasonable behaviour including victimising, humiliation, intimidation or threatening behaviour is dealt with in the workplace.

To achieve these objectives Mobecrete shall:

- Identify bullying risk factors- these are things and situations which could contribute to bullying such as the way in which staff are managed, or organisational change
- Assess the likelihood of bullying occurring from the risk factors identified and their potential impact on the workers or workplace
- Eliminate the risks, as far as reasonable practicable, or controlling, or minimising, them as far as reasonable practicable

As part of our system and process we will

- Train workers about bullying, how to deal with it and its impact on the workplace.
- Communicate the standard of behaviour expected from workers and others in the workplace
- Ensure all personnel understand the process for reporting and responding to incidents of unreasonable behaviour

Approved by:	Title
Richard Snell	Director
Signature	Date
	02/08/2021