

## 1.6 Equal Opportunity, Bullying & Unlawful Harassment Policy

GO Electrical recognise the right of all people to work in an environment that is harmonious and free from unlawful discrimination or harassment, bullying, and victimisation (collectively known as "Unacceptable Conduct") at work and on all work sites.

We also recognise the right of people who deal with us during the course of our work not to be subjected to unacceptable conduct.

We are committed to:

- treating all people with dignity and respect;
- providing workers, contractors, customers and visitors at our workplace with an environment free from any form of unacceptable conduct; and
- taking appropriate disciplinary action against workers or contractors who breach this policy.

The purpose of this policy is to encourage a workplace culture based on GO Electrical values and to prevent unacceptable conduct. This policy also sets out the processes and options available to workers and contractors who may encounter such behaviour.

### To whom does this policy apply?

This policy applies to the conduct of everyone at the GO Electrical workplace and applies equally to the treatment of workers, contractors, customers and visitors.

### What happens if this policy is breached?

GO Electrical will not tolerate any form of unlawful discrimination, harassment, bullying or victimisation. Anyone who engages in this unacceptable conduct is in breach of this policy and will face disciplinary action which may include a verbal or written warning and in serious cases, or cases of repeated behaviour, termination of employment or engagement.

Bullying and harassment is an illegal practice under various Australian laws. As well as internal disciplinary actions, perpetrators of unacceptable conduct may be prosecuted and / or civil action may be taken against them.

### How to report Unacceptable Conduct

Workers or contractors experiencing any form of unacceptable conduct are encouraged to report the situation by completing a Hazard Report Form or by speaking directly with the GO Management.

Reports of unacceptable conduct will be managed in a timely manner. Persons reporting unacceptable conduct are assured of confidentiality.

Where a written or verbal warning is given, this may be coupled with action to ensure that the victim is able to continue working without intimidation or undue anxiety, either by transfer of the harasser or victim, or amending working practices.

Serious incidents can constitute gross misconduct for which a worker may be dismissed.

### Approved by:

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General Manager



Date: 17-8-15