

POLICY: Prevention of Workplace Bullying, Sexual Harassment and Unlawful Discrimination

1. PURPOSE

The purpose of this policy is to outline Brisbane Catholic Education's (BCE) commitment to managing and preventing bullying, sexual harassment and unlawful discrimination in the workplace.

This policy must be read in conjunction with: Managing Workplace Bullying, Sexual Harassment and Unlawful Discrimination procedure; Staff Complaints Management procedure; Staff Misconduct procedure; BCE Code of Conduct and BCE Code of Conduct for Volunteers and Other Personnel.

2. RATIONALE

Bullying, sexual harassment and unlawful discrimination (including vilification) in the workplace leads to negative impacts on staff and reduces productivity.

This policy and related procedure are needed to address and mitigate the risk of bullying, sexual harassment and unlawful discrimination (including vilification) in the workplace.

3. POLICY STATEMENT

BCE is committed to safe, productive workplaces where the wellbeing of staff is paramount. Bullying, sexual harassment and unlawful discrimination (including vilification) in the workplace, in person or online, is against the law and will not be tolerated by BCE. Staff must not bully, sexually harass or unlawfully discriminate (including vilification) against staff or other people at work or engage in victimisation.

This policy applies to everyone who works at BCE Schools or the BCE Office, including full-time, part-time, casual or temporary staff, contractors, and volunteers (collectively referred to as "staff").

This policy does not contractually create or contribute to a legal cause of action against BCE.

4. PRINCIPLES

BCE and staff prevent bullying, sexual harassment and unlawful discrimination (including vilification) by applying the following principles in the workplace:

- creating a work environment that is free from bullying, sexual harassment and unlawful discrimination
- ensuring that all staff are treated with dignity, courtesy and respect
- providing staff with information, support and training in relation to this policy
- treating all complaints of bullying, sexual harassment and discrimination seriously
- responding promptly, impartially and confidentially to any allegations of bullying, sexual harassment and discrimination in a respectful, sensitive way, without victimisation.

5. REFERENCES

- Fair Work Act 2009 (Cth)
- Human Rights and Equal Opportunity Commission Act 1986 (Cth)
- Equal Employment Opportunity for Women in the Workplace Act 1999 (Cth)

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- Age Discrimination Act 2004 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Racial Discrimination Act 1975 (Cth)
- Sex Discrimination Act 1984 (Cth)
- Anti-Discrimination Act 1991 (Qld)
- Work Health and Safety Act 2011 (Qld)
- Archdiocese of Brisbane Employment of Staff policy
- BCE Code of Conduct
- BCE Code of Conduct for Volunteers and Other Personnel
- Managing Workplace Bullying, Sexual Harassment and Unlawful Discrimination procedure
- Staff Complaints Management procedure
- Staff Misconduct procedure.