

This policy forms part of the Brendan McKenna Earthmoving Integrated Management System (IMS) and supports the organisation's commitment to providing a safe, respectful and inclusive workplace free from bullying, harassment and inappropriate behaviour.

Policy Statement

Brendan McKenna Earthmoving Pty Ltd is committed to maintaining a workplace that is safe, respectful and free from bullying, harassment, discrimination and inappropriate behaviour. All workers have the right to be treated with dignity and respect, and behaviours that create risks to health, safety or wellbeing will not be tolerated.

Policy Objectives

Brendan McKenna Earthmoving Pty Ltd aims to:

- provide a safe and respectful workplace environment
- prevent bullying, harassment and inappropriate conduct
- promote positive workplace relationships and behaviour
- encourage reporting of workplace concerns
- manage psychosocial hazards and workplace risks
- comply with legal and organisational requirements

Scope

This policy applies to all Brendan McKenna Earthmoving workers, contractors, subcontractors, visitors, clients and other persons interacting with the organisation. It applies to workplace activities, work-related events, work travel and work-related electronic communications.

Definitions

Bullying

Repeated unreasonable behaviour directed toward a worker or group of workers that creates a risk to health and safety.

Examples may include:

- verbal abuse
- intimidation
- exclusion
- spreading rumours
- unreasonable work demands
- offensive conduct

Harassment

Unwelcome behaviour that offends, humiliates or intimidates another person and may relate to characteristics protected under applicable legislation.

Harassment includes:

- sexual harassment
- sex or gender-based harassment
- discriminatory behaviour
- verbal or non-verbal conduct

Responsibilities

Management and Supervisors

- lead by example and promote respectful workplace behaviour
- respond promptly to reports or concerns
- support consultation and workplace risk management
- maintain confidentiality where appropriate

Workers

- treat others respectfully
- comply with workplace behavioural expectations
- report bullying or harassment concerns
- participate in investigations where required

Reporting Procedure

Workers who experience, witness or become aware of bullying or harassment should report concerns to their supervisor, manager or the Managing Director as soon as reasonably practicable. Reports may be made verbally or in writing and will be managed confidentially where appropriate.

Investigation and Resolution

Brendan McKenna Earthmoving will investigate reported concerns promptly, fairly and appropriately. Investigations will be conducted with consideration for confidentiality and procedural fairness.

Protection from Retaliation

Brendan McKenna Earthmoving prohibits victimisation, retaliation or adverse treatment against any person who reports workplace concerns or participates in an investigation.

Review and Revision

This policy will be reviewed annually, or earlier where legislative, organisational or operational changes occur, to ensure ongoing suitability, effectiveness and alignment with the Brendan McKenna Earthmoving Integrated Management System (IMS).

Related Information

- Work Health and Safety Act 2011 (Qld)
- Work Health and Safety Regulation 2011 (Qld)
- Anti-Discrimination Act 1991 (Qld)
- Fair Work Act 2009
- Managing Psychosocial Hazards at Work Code of Practice
- Brendan McKenna Earthmoving Code of Conduct Policy (HS-PO-010)
- Brendan McKenna Earthmoving Domestic Violence Policy (HR-PO-001)
- Brendan McKenna Earthmoving Integrated Management System (IMS)

Approved by



Brendan McKenna
Managing Director
Brendan McKenna Earthmoving Pty Ltd