

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

Policy Statement

Brendan McKenna Earthmoving Pty Ltd is committed to maintaining a workplace that is safe, respectful and free from unlawful discrimination, harassment and victimisation. The organisation promotes equal opportunity and recognises the value of diversity, inclusion and fair treatment for all workers and persons interacting with the organisation.

Policy Objectives

Brendan McKenna Earthmoving Pty Ltd aims to:

- provide a fair and inclusive workplace environment
- prevent discrimination and inappropriate behaviour
- promote equal opportunity and respectful workplace relationships
- encourage reporting of workplace concerns
- manage psychosocial 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, recruitment processes, work-related events, work travel and work-related electronic communications.

Prohibited Conduct

The following behaviours are prohibited:

- direct or indirect discrimination based on protected characteristics
- harassment, bullying or offensive conduct
- victimisation of persons who raise workplace concerns
- inappropriate behaviour that creates an intimidating, hostile or offensive environment
- conduct that breaches workplace behavioural expectations, organisational requirements or applicable legislation

Responsibilities

Management and Supervisors

- promote respectful and inclusive workplace behaviour
- respond promptly to concerns or complaints
- support consultation and workplace risk management
- maintain confidentiality where appropriate

Workers

- treat others fairly and respectfully
- comply with workplace behavioural expectations

- report discrimination concerns where appropriate
- participate in investigations where required

Complaints Procedure

Workers who experience, witness or become aware of discrimination, harassment or inappropriate conduct 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.

Consequences of Breach

Breaches of this policy may result in corrective or disciplinary action appropriate to the nature and severity of the conduct, including counselling, formal warnings, removal from site, termination of employment or contract arrangements and, where applicable, legal action.

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 Anti-Bullying and Anti-Harassment Policy (HS-PO-012)
- Brendan McKenna Earthmoving Integrated Management System (IMS)

Approved by



Brendan McKenna
Managing Director
Brendan McKenna Earthmoving Pty Ltd