



Health and Safety Management System

Document Type: Policy	Title: Bullying and Harassment Policy
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Bullying and Harassment Policy

St Joseph's Kerang believes all employees should work in a safe and respectful environment free from all forms of bullying, harassment and racial and religious vilification. St Joseph's Kerang accepts that we may be responsible and vicariously liable for unlawful actions of these types taken by employees. To this end, we are committed to taking appropriate measures to maintain a work environment that is free of bullying and harassment. This includes the implementation of procedures and strategies that communicates this expectation to our staff as well as providing timely and effective management of bullying and harassment issues should they arise.

Bullying, harassment and racial and religious vilification are unacceptable at St Joseph's Kerang and are unlawful under Federal legislation and legislation in State jurisdictions in which we operate including:

- Occupational Health and Safety Act 2004 (Vic)
- Racial and Religious Tolerance Act 2001 (Vic)
- Work Health and Safety Act 2011 (Qld)
- Anti-Discrimination Act 1991 (Qld)
- Work Health and Safety Act 2011 (NSW)
- Anti-Discrimination Act 1977 (NSW)
- Fair Work Act 2009 (Cth)
- Racial Hatred Act 1995 (Cth)
- Sex Discrimination Act 1984 (Cth)
- Racial Discrimination Act 1975 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Age Discrimination Act 2004 (Cth)
- Australian Human Rights Commission Act 1986 (Cth).

All St Joseph's Kerang staff are required to treat others with dignity, courtesy and respect and have the right to be treated in the same way. This extends to volunteers, contractors, members of the public and other visitors to St Joseph's Kerang.

St Joseph's Kerang encourages all employees to report workplace bullying. All reports will be treated seriously and investigated promptly, confidentially and impartially.

St Joseph's Kerang will ensure that employees and others who make reports, and anyone else who may be involved, are not victimised.

This policy is reviewed to ensure it remains relevant and appropriate to our school.

Nicholas Hall
Principal
January 2016