



POL005 -NO BULLYING POLICY



AsClear recognises "Bullying" as a past workplace condition that is no longer acceptable and is prepared to remove this behaviour from the workplace at all levels of the company.

Definition

Workplace bullying is repeated; unreasonable behaviour directed towards an employee, employer, or groups of employees, or management members that create a risk to health and safety.

"Unreasonable behaviour" – means behaviour that a reasonable person, having regards to all circumstances, would expect to victimise, humiliate, undermine or threaten.

"Behaviour" – includes actions of individuals or a group, and may involve using a system of work as a means of victimising, humiliating or threatening.

"Risk to Health and Safety" – includes risk to the mental or physical health of the employee or management member.

Where an employee believes they are being bullied as per the definition above, they should advise management through the Dispute Resolution Policy.

If the complaint is substantiated, then AsClear disciplinary procedure is to be undertaken based on the seriousness of the matter. ***(Mitigating factors' should be taken into account when assessing the form of discipline to be implemented.)***


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Darren Kelly - Managing Director

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