



# POL006 - SEXUAL HARASSMENT POLICY



Every employee has a right to an environment where they can feel protected from unwanted behaviour from others. Any employee found to have sexually harassed another would be liable for appropriate disciplinary actions.

Sexual Harassment is unwelcome and uninvited behaviour or comments of a sexual nature, which offends, humiliate the person at whom they are directed. Some examples of sexual harassment are:

- Offensive comments or gestures;
- Unwelcome physical contact;
- Display of pornographic material;
- Propositions of sexual activity;

Mutual attraction is not sexual harassment.

Sexual harassment is illegal under the Commonwealth Sex Discrimination Act 1984 and the Victorian Equal Opportunity Act 1984

It is the responsibility of the directors and managers to take all reasonable and practical steps to prevent sexual harassment in the workplace. It is the Directors and managers responsibility to ensure that all employees are aware of appropriate and acceptable standards of conduct and work behaviour.

Any such behaviour will be dealt with through the Dispute Resolution Procedure – PRO-001

  
 Lance Willis - Managing Director

  
 Darren Kelly - Managing Director

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