



Gatton

Show Society Incorporated.

ABN 78 890 516 389

Gatton Show Society Inc

Bullying & Harassment Policy

Scope

This policy applies to all staff, volunteers, contractors and any workplace participants. The policy applies while at work, at work-related or work-sponsored functions, while travelling on work-related business and on other occasions where interactions between parties have a demonstrable impact on the workplace.

POLICY PRINCIPLES

1. Gatton Show Society Inc is committed to the prevention of workplace bullying and providing a harmonious and positive environment free from intimidation, ridicule and bullying. Gatton Show Society Inc believes that all staff and volunteers and volunteers should be able to work in an environment that is free from bullying.
2. Gatton Show Society Inc will not tolerate any act of threatening behaviour including intimidation, threats and physical violence in the workplace. Gatton Show Society inc expects all staff and volunteers to behave professionally, in accordance with the Gatton Show Society inc Code of Conduct and to comply with workplace health and safety responsibilities (refer to health and safety policy).
3. Managers must take all reasonable measures to ensure that their staff and volunteers are not subject to bullying nor participate in any form of bullying behaviour.
4. Gatton Show Society Inc recognises that workplace bullying and other threatening behaviours can lead to personal harm and injury. Such injuries may also cause the loss of trained and talented staff and volunteers, reduce productivity and morale and create legal risks.

5. Any reports of workplace bullying will be treated seriously and any formal complaints will be investigated promptly, confidentially and impartially. Gatton Show Society Inc encourages all staff and volunteers to report workplace bullying and to participate in the resolution of bullying at the local level where possible. Gatton Show Society Inc is committed to ensuring that staff and volunteers who make complaints or act as witnesses are not victimised. Staff and volunteers should, however, be aware that where a formal complaint is made, the person against whom an allegation of bullying has been made will be informed so that they have an opportunity to respond to any allegations.
6. Disciplinary action will be taken against anyone found to have engaged in bullying behaviour. Discipline may involve counselling, a warning, reprimand, demotion or dismissal, depending on the circumstances. Where bullying involves physical violence or the threat of physical violence, Gatton Show Society Inc may refer the matter to the police for action. Equally, anyone making a vexatious or frivolous complaint may also face disciplinary action.
7. Gatton Show Society Inc is committed to the following principles in attempting to resolve any workplace bullying issues:
 - o Ensuring, so far as is practicable, the health and safety of all parties
 - o Being fair and equitable
 - o Ensuring the principles of natural justice are upheld
 - o Ensuring, so far as it practicable, privacy and confidentiality
 - o Ensuring that persons are not victimised as a result of using this procedure
 - o Seeking to resolve complaints of workplace bullying in a timely manner.

If you agree to the terms and conditions of the Gatton Show Society, please sign and date below.

Signature: _____

Date: _____