



## Workplace Bullying/Harassment Statement

### Our Commitment

Bethania Lutheran School is committed to providing a safe and healthy workplace free from bullying.

Workers are protected by this statement whether they feel bullied/harassed by a supervisor, another worker, student, parent, contractor or member of the public.

Bethania Lutheran School will treat reports of workplace bullying/harassment seriously. We will respond promptly, impartially and confidentially.

This statement will be made available to all workers including contractors and on application to others in the community. New workers will be given a copy of this statement at their induction. Managers and supervisors will remind workers of the statement from time to time.

### Expected workplace behaviours

Under work health and safety laws workers and other people at our workplace must take reasonable care that they do not adversely affect the health and safety of others.

Bethania Lutheran School expects people to:

- behave in a responsible and professional manner
- treat others in the workplace with courtesy and respect
- listen and respond appropriately to the views and concerns of others
- be fair and honest in their dealings with others.

These expectations apply to behaviours that occur:

- in connection with work, even if it occurs outside normal working hours
- during work activities, for example when dealing with clients
- at work-related events, for example at conferences and work-related social functions
- on social media where workers interact with colleagues or clients and their actions may affect them either directly or indirectly.

### What is workplace bullying/harassment?

**Workplace bullying/harassment** is defined as *repeated and unreasonable behaviour directed towards a worker or a group of workers that creates a risk to health and safety.*

**Repeated behaviour** refers to the persistent nature of the behaviour and can refer to a range of behaviours over time.

**Unreasonable behaviour** means behaviour that a reasonable person, having considered the circumstances, would see as unreasonable, including behaviour that is victimising, humiliating, intimidating or threatening.



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Single incidents of unreasonable behaviour can also present a risk to health and safety and will not be tolerated.

**Cooperation, commitment and compliance in resolution:** Attempts to resolve issues should be made at the lowest level interaction possible only reverting to higher levels of interaction where an issue is not able to be resolved at that level or there is a safety issue. Cooperation (level 1) – parties agreeing to a resolution, Commitment (level 2) - parties making a commitment to a resolution brokered by a third part, Compliance (level 3) – where a resolution is only possible by formal processes of investigation, decision making and remediation according to complaint handling procedures.

### What is not workplace bullying?

- reasonable management action taken by managers or supervisors to direct and control the way work is carried out is not considered to be workplace bullying if the action is taken in a reasonable and lawful way;
- a single incident of harassing behaviour and
- acts of unlawful discrimination, vilification or sexual harassment.

### What can you do?

If you feel you are being bullied and are not comfortable dealing with the problem yourself, or your attempts to do so have not been successful, you should raise the issue either with your supervisor, health and safety representative or other manager within the organisation. If you are a member of the union you may also raise any issues with your delegate.

If you witness unreasonable behaviour you should bring the matter to the attention of your manager as a matter of urgency.

### How we will respond?

If workplace bullying/harassment or unreasonable behaviour is reported or observed we will facilitate the following steps to resolve the issue at the lowest level possible and the best result for all:

1. The aggrieved party where possible, appropriate and safe should make it clearly know to the aggressor what the unreasonable behaviour is and negotiate a solution. (Cooperation In resolution)
2. The responsible supervisor or manager will speak to the parties involved as soon as possible, gather information and seek a resolution to satisfactorily address the issue for all parties. This may include formal mediation processes. (Commitment in resolution)



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3. If issues cannot be resolved or the unreasonable behaviour is considered to be of a serious nature, an impartial person will be appointed to investigate. Both sides will be able to state their case and relevant information will be collected and considered before a decision is made. Specific complaints handling procedure appropriate to staff will be followed (Compliance in resolution)
4. All complaints and reports will be treated in the strictest of confidence. Only those people directly involved in the complaint or in resolving it will have access to the information.
5. There will be no victimisation of the person making the report or helping to resolve it. Complaints made maliciously or vexatiously will result in disciplinary action.

### Consequences of breaching this statement

Appropriate disciplinary action will be taken against a person who is found to have breached this statement. These measures will depend on the nature and circumstance of each breach and could include:

- a verbal or written apology
- one or more parties agreeing to participate in counselling or training
- a verbal or written reprimand
- transfer, demotion or dismissal of the person engaging in the bullying behaviour.

### If bullying has not been substantiated

If the investigation finds bullying has not occurred or cannot be substantiated, Bethania Lutheran School may still take appropriate action to address any workplace issues leading to the report.

### Jurisdictions:

[Fair Work Australia](#)

[WHS Queensland](#)

[Anti Discrimination Commission Queensland](#)

Source: [Guide for Preventing and Responding to Workplace Bullying – November 21013](#)

Reference: WHSQ information Sheet – [What is workplace harassment/bullying?](#)



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