



Association of Science Education Technicians NSW

for labbies - by labbies

BULLYING & HARASSMENT POLICY

The Association is committed to a workplace built on fairness, well-being, and safety. Bullying and harassment are unequivocally unacceptable in any form. The Bullying and Harassment Policy aims to eliminate these behaviors, ensuring a respectful and safe environment.

This policy reaffirms our unwavering commitment to a harassment-free workplace. We aim to create a space where all employees are treated with dignity. Harassment and bullying harm individuals and our organization, making this policy a proactive prevention measure. We pledge to educate members on respectful conduct, and provide clear reporting guidelines, and ensure swift responses.

Harassment

Unwelcome behavior based on various characteristics, creating an intimidating environment.

Sexual Harassment

Includes unwanted sexual advances or conduct e.g. jokes, comments, questions, exclusion, offensive material, advances, touching, or abuse. Harassers face disciplinary action.

Bullying

Repeated offensive behavior causing a threatening atmosphere. Single incidents won't be tolerated. Examples include abusive language, criticism, threats, exclusion, rumors, or resource denial. Bullies face disciplinary action including resigning.

Reasonable allocation of tasks and giving feedback is not harassment nor bullying.

Management Action Complaint Procedures

Informal complaint: For minor issues, members address the harasser or bully directly.

Formal complaint: For severe or unresolved problems, submit a formal complaint with details. We'll separate parties, investigate and provide written findings.

No retaliation for complaints: False claims with malicious intent may result in appropriate action. We are committed to a safe, respectful workplace and will address policy violations.