

## Policy

SPC is committed to creating a workplace that is safe, respectful, diverse and inclusive, recognising that all employees have a right to work in an environment free from all forms of unlawful workplace behaviour.

Any workplace participant can experience unlawful workplace behaviour regardless of their sex, gender identity, sexual orientation or intersex status. We recognise gender inequality and power imbalances may be drivers for unlawful workplace behaviour. Other factors such as age, gender identity, sexual orientation, race, ethnicity, other cultural and linguistic diversity, and disability may also affect how a person may experience unlawful workplace behaviour.

As part of our commitment, we prohibit unlawful workplace behaviour and it will not be tolerated, including from third parties. We require all workplace participants to behave appropriately and respectfully in the workplace.

We require all workplace participants comply with this policy, including by treating each other with respect and courtesy in the workplace.

## Scope

In this Standard, "SPC" includes all entities in the SPC group of companies.

This policy covers all workplace participants, including but not limited to permanent employees, casual employees, fixed term employees, contractors, independent contractors and temporary workers while performing their role or duties at or on behalf of SPC.

This standard interacts with other SPC policies not limited to but including the SPC Employee Code of Conduct Policy, Managing Performance & Conduct Policy, Whistle-blower Protection Policy and the Health, Safety and Wellbeing Policy.

## Relevant legislation

Under the *Sex Discrimination Act 1984 (Cth)* we must take reasonable and proportionate steps to eliminate unlawful sex discrimination, sexual harassment, sex-based harassment, conduct which creates a hostile workplace environment on the ground of sex and related victimisation in our workplace, as far as possible. We also have obligations under other anti-discrimination legislation that apply to other types of unlawful workplace behaviour. Workplace participants may have personal liability for their unlawful workplace behaviour and that of others in the workplace under anti-discrimination legislation.

As we are a 'person conducting a business or undertaking' (**PCBU**), we also minimise or eliminate risks of unlawful workplace behaviours and other psychosocial hazards so far as is reasonably practicable to ensure we provide a safe and healthy workplace as required under work health and safety laws. Workplace participants also have obligations and may be liable if they fail to take steps to ensure their own health and safety and that of others in the workplace under work health and safety laws.

Other laws regulate unlawful workplace behaviour, including the *Fair Work Act 2009 (Cth)* the *Workplace Gender Equality Act 2012 (Cth)* and criminal legislation. These other laws impose additional obligations on us and workplace participants.

For more information about relevant legislation, see Appendix 2 and other legislation which may apply from time to time.

## Definitions

In this policy:

**Unlawful workplace behaviour** means unlawful discrimination, harassment (including sexual and sex-based harassment), bullying, vilification, related victimisation and adverse action and conduct creating an unlawful hostile working environment in the workplace, including under the *Sex Discrimination Act 1984* (Cth) (Act) and in similar terms under other anti-discrimination legislation in Australia.

**Workplace** means where the SPC's work takes place, work-related locations (e.g., customer sites, worksites, public spaces, remote sites) and places where workplace participants do things related to work, including outside normal working hours (e.g., conferences, social events, business trips and work parties). The workplace is physical and virtual. It includes work-related interactions using technology and social media even if workers are not using our resources.

**Workplace participant** means persons who works for us in any paid or unpaid capacity (including as a contractor or volunteer), as a job applicant or workplace visitors (including as a customer).

**Protected attribute** means the protected attributes or characteristics prescribed by relevant legislation, including those in Appendix 1.

## Discrimination

**Unlawful discrimination** is when a person is treated less favourably compared to another person based on a characteristic which is a protected attribute.

It is *direct* unlawful discrimination if the reason for the unequal treatment is based on a characteristic or is because the person is part of group.

*For example, not promoting a person because they are considered too old or are a particular racial origin. Or, paying men more than women who are doing the same work.*

It is *indirect* unlawful discrimination if there is a requirement or rule applied to everyone which has an **unequal effect** on a person with a particular characteristic **and** the requirement or rule is unreasonable in all the circumstances.

*For example, a strict ban on taking leave during school holiday periods is likely to disproportionately affect employees with family responsibilities. If that requirement is not reasonable in the circumstances, it may be indirect discrimination.*

## Harassment

**Unlawful harassment** is a type of discrimination. It is any uninvited, unwanted verbal or physical conduct which a reasonable person, having regard to all the circumstances, could regard as being offensive, humiliating or intimidating (whether that effect was intended by the harasser), and which is based on a protected attribute. What is important is what a reasonable person would think of the situation not what the person intended by the conduct.

Harassment can be a single or repeated act of offensive behaviour. A person being harassed is not required to tell their alleged harasser that the behaviour is unwelcome before making a complaint under this policy.

*For example, slurs, negative stereotyping, jokes, threatening, intimidating or hostile acts that show hostility towards an individual or group, written or graphic material that denigrates or shows hostility towards an individual or group or making derogatory comments about a person via social media.*

## Sexual and Sex-Based Harassment

**Unlawful sexual harassment** is unwelcome sexual behaviour which a reasonable person would anticipate that the aggrieved person would be offended, humiliated or intimidated in all the circumstances.

*For example:*

- *sexual remarks or jokes (including in reference to sexual orientation or gender identity);*
- *implied or actual threats to work progression if sexual advances are rejected;*
- *unwelcome light touching, hugging, patting, kissing or pinching by a manager, colleague or customer;*
- *being hassled for a date or followed home;*
- *offensive sexual images;*
- *sexual objectification where a person is represented as an object to be owned or consumed (e.g., where a women's body or body parts are used to sell products or they are told to dress in a certain way to please a client);*
- *unwelcome comments about looks, dress or hairstyles;*
- *intrusive questions about someone's sex life;*
- *actual or attempted sexual assault or rape.*

**Unlawful sex-based harassment** is unwelcome behaviour that is demeaning in nature, because of a person's sex, or a characteristic that is generally associated with people of that sex. As with sexual harassment, sex-based harassment is where a reasonable person would anticipate the aggrieved person may be offended, humiliated or intimidated. However, unlike sexual harassment, there is no need for unwelcome sexual conduct such as an unwelcome sexual advance or request for sexual favours.

*For example:*

- *sex-based remarks or jokes (including about sexual orientation, gender identity or intersex status);*
- *asking intrusive questions based on a person's sex (for example, inappropriate questions about menstruation or genitalia);*
- *displaying images or materials that show prejudice or discrimination based on sex, misogynistic (strongly prejudiced against women) or misandrist (strongly prejudiced against men);*

- *making sexist, misogynistic or misandrist remarks about a specific person;*
- *requesting a person engage in degrading conduct based on their sex*

Sexual and sex-based harassment may be a one-off event or a pattern of behaviour. Some behaviours may be criminal offences.

Whether conduct is unwelcome is from the perspective of the aggrieved person. Behaviour may be unwelcome even if the aggrieved person does not tell the workplace participant to stop.

Sexual and sex-based harassment is context driven. This means sometimes it may not be obvious behaviour is unwelcome, especially for a workplace participant is more senior or has the power to make things difficult for the aggrieved person (e.g., a big client). Behaviour is unwelcome even the workplace participant 'means well'. Other factors may make it more likely behaviour may be unwelcome, including a historical personal relationship, the place it happens, and personal characteristics of the aggrieved person (e.g., age, gender identity, sexual orientation, Indigeneity, cultural and linguistic diversity, and disability).

## Unlawful hostile workplace and harassment on the ground of sex

A **hostile workplace environment on the ground of sex** may happen where general workplace conduct results in people of one sex feeling unwelcome, uncomfortable or excluded, even if the person is not specifically targeted.

It is behaviour a reasonable person would anticipate in all the circumstances as possibly resulting in a **workplace environment** that is offensive, intimidating or humiliating to a person because of their sex, or characteristics associated with their sex.

*For example, displaying obscene or pornographic materials such as posters, general sexual or sex-based banter or innuendo, showing sexualised images, having uniform requirements which are more revealing for females, requiring a person of one sex behave in a different way for clients, refusing to provide changing facilities for one sex, excluding one sex from discussions, making sexist or misogynistic remarks and offensive jokes about a person's sex.*

## Unlawful Vilification

Vilification refers to the unlawful act of publicly inciting or intending to incite hatred towards, serious contempt for, or severe ridicule of a person or a group of persons. Vilification has no justification as "free speech".

Where the content ridicules, incites hatred or contempt of a person's race, religion, sexuality, transgender status or HIV/AIDS status, vilification may be unlawful. In some jurisdictions, vilification may be unlawful if it relates to other protected attributes.

*For example, statements or speeches in a public forum such as gossiping and/or spreading of rumours, statements or remarks published in a newspaper, journal, radio, television or other widely accessed electronic media including social media and internet websites, displaying slogans on badges or clothing in public, or stickers, posters, banners, graffiti or other displays in a public space.*

## Bullying

**Unlawful workplace bullying** is unreasonable behaviour directed towards a worker or group of workers which creates a risk to a workers' (or other person) mental or physical health and safety in the workplace. It is behaviour that a reasonable person, having regard for the circumstances, would see as unreasonable, including behaviour that is victimising, humiliating, intimidating or threatening. Workplace bullying is repeated behaviour, but one-off incidents should not be ignored as they might create risks to health and safety or contravene other laws.

*For example, yelling, insulting or offensive language, unjustified criticism, exclusion, not giving information needed for a task, impossible task setting or meaningless tasks, unreasonable timelines, threats about job security, rumour spreading, excessive scrutiny or physical abuse.*

Workplace bullying is not:

- advice or counselling on the work performance or work-related behaviour, which might include critical comments indicating performance deficiencies which is intended to improve work performance or the standard of a person's behaviour; or
- conflict at work where there is an occasional difference of opinion and which are part of a normal working life but can be upsetting – however, if left unresolved, this might develop into a bullying incident.

## Victimisation

Victimisation occurs when a person threatens or takes other inappropriate action toward another person because they have lodged a discrimination, vilification, harassment or bullying complaint or who has provided a statement or information with respect to a complaint, including concerns raised under this policy.

Victimisation is both a civil and criminal offence.

We do not tolerate victimisation of workplace participants who raise concerns about unlawful workplace behaviours or inappropriate or disrespectful behaviour in the workplace.

*For example, if a person discovers another person has made a sexual harassment complaint which involves them and because of this does not offer a promotion or appointment to a permanent position because they think the aggrieved person is a 'snitch' or not a 'team player' – this would be victimisation.*

## Responsibilities and accountabilities

### Responsibilities of all workplace participants under this policy

All workplace participants have a role in preventing and responding to unlawful workplace behaviours and must behave respectfully and appropriately in the workplace.

All employees must complete the SPC 'Expect Respect' training and awareness program.

Workplace participants must not be involved in or engage in any conduct which is unlawful workplace behaviour.

Workplace participants must take reasonable steps to eliminate or mitigate risks to the psychological or physical health and safety of others in the workplace. Workplace participants must also take reasonable care that their behaviour does not adversely affect the health and safety of others and complying with relevant policies and procedures.

As part of this, a workplace participant experiences or sees something they think is unlawful workplace behaviour, they must be a responsible bystander by speaking up and report their concerns under this policy. If they feel safe and confident, we encourage workplace participants to call out unlawful workplace behaviours of others as being not acceptable when it occurs.

Workplace participants may need to assist in an inquiry or investigation of a concern raised under this policy and we may require that participation to be on a confidential basis. We expect workplace participants to comply with all confidentiality obligations.

When reporting a concern under this policy, workplace participants must not knowingly give us false information or make allegations that are vexatious or are for malicious reasons or have no basis.

Workplace participants must not victimise, harass, vilify or take any unlawful reprisal action against a person who raises a concern under this policy or who participates in any inquiries or investigations relating to concerns, whether conducted by SPC or an external party.

## Additional Responsibilities of Managers and Supervisors:

Some roles have additional responsibilities to prevent and respond to unlawful workplace behaviour in the workplace.

Management and people in leadership positions must also:

- complete additional training and understand their role with respect to managing concerns;
- promote and develop a work environment that is safe and free from unlawful workplace behaviour;
- model lawful and appropriate workplace behaviour;
- ensure that decisions and processes applied to recruitment, promotion or re-deployment reflect our commitment to a safe, diverse, inclusive and respectful workplace which is free of unlawful workplace behaviour, as far as possible;
- when using labour hire or temporary staff, request agencies apply non-discriminatory screening and interviewing processes;
- ensure that all employees reporting to them are aware of this policy and our expectations that they behave respectfully and appropriately in the workplace;
- know our procedures for the resolution of concerns;
- treat all concerns seriously and use appropriate procedures for investigating concerns;
- refer concerns to another appropriate person if there is a conflict of interest;
- monitor the work environment and take immediate action to deal with behaviour in breach of this policy;
- ensure victimisation does not occur;

- take suitable disciplinary action against any person found to have victimised, vilified, harassed, bullied or discriminated against another workplace participant or otherwise behaved inappropriately in the workplace;
- actively engage in the risk management process, including by considering relevant workplace and industry data and information to manage risks of unlawful workplace behaviour.

## Personal Relationships in the Workplace:

- If a workplace participant has a personal relationship with another workplace participant, they must not behave in a sexualised way at work because this may offend, humiliate or intimidate other workplace participants.
- Personal relationships may sometimes give rise to conflicts of interest. If so, the workplace participant must disclose the relationship to us so we can address any actual or potential conflicts.
- If a personal relationship ends, previously welcome behaviours may no longer be acceptable and if continued may be unlawful workplace behaviour or inappropriate workplace behaviour under this policy.

## Workplace Respect Contact Officer:

- A Workplace Respect Contact Officer will assist with setting a standard of acceptable behaviour in our workplaces;
- Workplace Respect Contact Officers play a key role in our workplaces, acting as “go-to” staff members who assist workplace participants who believe they may be experiencing discrimination, bullying, or harassment;
- Assist workplace participants who may have a perceived issue related to unlawful discrimination or bullying in the workplace. This includes helping them to deal with the emotion and providing them with SPC’s options and processes for dealing with the issue; and
- To assist SPC to promote our Workplace Respect Policy and processes.

## Managing the risk of unlawful workplace behaviours

We understand unlawful workplace behaviours are hazards which may create psychosocial risks to workplace participants' psychosocial and physical health and safety and that of others in the workplace.

In our capacity as a PCBU, we identify specific psychosocial hazards in the workplace (including unlawful workplace behaviours), assess the risk to health and safety, implement measures such as this policy to eliminate or control the risks and review whether those measures are working as planned.

## Complaint resolution process

The SPC Grievance Policy & Procedure outlines the steps (formal and informal) to effectively and equitably resolve a complaint or grievance.

We operate a “no wrong door” approach to raising concerns about matters under this policy. This means workplace participants may choose how they wish to raise concerns.

If a workplace participant feels comfortable, they could tell the person about their concerns or be an active bystander in the moment by redirecting conversation or addressing the behaviour if they feel safe and comfortable in doing so.

We operate a variety of reporting mechanisms for anyone, to raise a concern. Workplace participants do not need to be the person who has experienced the relevant conduct to raise the concern. For example, a witness or person who has information about a suspected breach of this policy may raise the concern.

Workplace participants could also:

- speak with their direct manager or supervisor if they feel they can
- speak with a Contact Officer or People & Culture
- report the issue anonymously by contacting the Stopline Hotline
- report a concern under our Grievance Policy & Procedure.

We will involve the workplace participant in decisions about how we will manage their concern. We will listen to their preferences, including whether they just want the behaviour to stop or are seeking an apology.

We may need to manage a workplace participant's concerns differently as we also have a duty of care to ensure our workplace is safe. For example, in some circumstances we may need to formally investigate the concern or refer the matter to the police, especially if it is serious, involves conduct which may be criminal in nature, involves a person with seniority or it demonstrates there is a wider issue which creates a risk to the psychological and physical safety of others in our workplace.

If we decide an inquiry or investigation is necessary, it may be informal or formal. If it is a formal investigation, we may use an internal or external investigator. If a workplace participant raises a concern, they will be involved in the investigation and the person they are concerned about will have an opportunity to respond. Witnesses may need to provide us with information about their involvement in the concern raised. We will make an assessment about next steps to address the investigated outcome and will have regard to the aggrieved workplace participant's wishes.

Concerns raised anonymously will be considered, however the range of response options we can provide may be limited and dependent upon the information received.

To prevent risks of victimisation, concerns raised will generally be treated confidentially by us on a need-to-know basis. However, we may be required by law to disclose information about a workplace participant's concern or matters covered by this policy. When a workplace participant reports a concern under this policy, they agree we will approach it in this way. This is discussed further below.

While we hope workplace participants will speak with us about their concerns, a workplace participant may instead decide to seek external help, including by contacting the AHRC, a State or Territory Equal Opportunity Commission or a Work Health Safety regulator. Contact details for relevant external bodies are provided in Appendix 4.

## **A workplace participant's concern and evaluation of our processes**

To meet our legal obligations to provide a healthy and safe workplace and eliminate unlawful workplace behaviours, we may use de-identified information about concerns raised under this



policy for the purposes of internal reporting to our senior management team and evaluating of our risk management processes.

Employees, Managers and Supervisors and employee representatives are obliged to keep any and all matters related to a complaint, as well as the complaint confidential, whether the resolutions be informal or formal. See People & Culture for confidential support and complaint management.

## **Our external reporting obligations**

We may be required by law to report certain information to third parties regarding concerns raised or matters covered by this policy.

If the concern involves criminal conduct, we can contact the police on a workplace participant's behalf or arrange for someone to go with the workplace participant if they would like to make a report. We may also be required to notify the police under relevant law in certain circumstances, for example, concerns involving criminal conduct against persons under the age of 18 years. We will discuss this with the aggrieved workplace participant should this arise.

We may be required to notify work, health and safety regulators and/or agencies such as the Workplace Gender Equality Agency regarding matters covered by this policy. These obligations may require us to disclose de-identified information about a workplace participant's concern.

### **Whistle-blower Protection Policy**

The Whistle-Blower Protection Policy outlines SPC's commitment to an ethical workplace free of harassment, bullying, corruption, misconduct and illegal activities.

SPC has in place a Stoptime Hotline which is an independent external service available for any employee, supplier or customer to anonymously report suspected or actual wrongdoing concerns to SPC. All reports will be followed up in a timely manner and protections provided to Whistle-blowers. No victimisation of Whistle-blowers will be tolerated.

Please refer to the Whistle-blower Policy for further information.

## **Social media**

SPC respects the right of Employees to participate in political, advocacy, and community activities and is respectful of Employees' rights to freedom of expression in their private capacity.

However, regardless of privacy settings, it is sensible to assume that any information shared or opinions expressed on social media could potentially become public to a wide audience even from personal social media accounts.

Employees must not make belittling or humiliating comments or any comments that may constitute bullying, harassment, sexual harassment, sexual innuendos, or anything that could potentially make their SPC colleagues uncomfortable while using their personal social media accounts or work email accounts.

Inappropriate private use of social media can serve as grounds for establishing workplace bullying and harassment and can lead to disciplinary action, including termination.

Please refer to the Social Media and Communication Policy for further information.

## Consequences for non-compliance

If a workplace participant fails to comply with this policy, we may take disciplinary action, including termination of engagement or employment or other action we think is appropriate - including any remedial action to prevent the behaviour in the future.

A breach of this policy may also result in legal proceedings under anti-discrimination law, criminal law and other relevant legislation which may affect a workplace participant and us, if we are vicariously liable.

A workplace participant may be personally liable for unlawful workplace behaviour. Depending on the seriousness, unlawful workplace behaviour may be criminal conduct.

A workplace participant may be personally liable as a bystander, especially if they request, instruct, induce, encourage, authorise (including by failing to act, if they have supervisory responsibilities) or assist someone else's unlawful workplace behaviours.

Alcohol consumption does not excuse any unlawful workplace behaviour.

SPC reserves the right to address patterns or instances of poor performance or conduct that is inconsistent with our Values, Code of Conduct, poses commercial risk, a reputational risk or a health and safety risk to their fellow staff, including a risk to their psychological or mental health.

## Frivolous or vexatious complaints

Where there is reasonable evidence that an employee knowingly made allegations that are untrue, malicious or in bad faith to cause harm or hardship to the other workplace participants and they have knowingly or maliciously provided false evidence during an investigation, they may be subject to disciplinary action up to and including termination of employment.

## Support

We understand raising concerns may be difficult and upsetting. It may also be difficult for anyone who needs to respond to a concern or who witnesses unlawful workplace behaviours.

We will listen to an aggrieved workplace participant's concerns without judgment and preconceived ideas and will endeavour to keep those concerns confidential, as far as possible.

We will endeavour to support everyone impacted by action taken under this policy, including the aggrieved workplace participant, witnesses, the workplace participant who has allegedly behave unlawfully (or in breach of this policy) and their families. All workplace participants involved in a concern will have access to our Employee Assistance Program (EAP). Further information about the EAP is available.

### Employee Assistance Program

The Employee Assistance Program (EAP) is a confidential counselling support service that can help employees and their immediate family members to solve a wide range of problems and challenges in your lives, at no cost to employees. Information on the EAP service is available to all employees via People & Culture or on the SPC intranet. Employees do not require P&C or manager referral to access EAP.

## Workplace Respect Contact Officers

A Workplace Respect Contact Officer is a trained employee who can support employees who experience, or are concerned about, bullying, discrimination or harassment in the workplace by listening to an employee's concerns and providing options for action and/or escalation.

## Mental Health First Aid representatives

Mental Health First Aid (MHFA) representatives are trained SPC employees who can provide initial informal support to employees in the workplace with respect to mental health and wellbeing concerns.

## Stopline Hotline

You can report a matter to the Stopline Hotline by calling or emailing:

[spc@stoline.com.au](mailto:spc@stoline.com.au)

1300 30 4550

[www.spc.stoline.com](http://www.spc.stoline.com)

The Stopline Hotline is an independent and confidential reporting service. You can contact the Stopline Hotline 24 hours a day, 7 days a week, and make a report in a number of languages.

## Interaction with other policies and entitlements

### Where can workplace participants find other information?

Workplace participants are encouraged to familiarise themselves with the following policies and standards which provide further information and support resources.

Reference Documents
Employee Code of Conduct Policy
Health Safety and Wellbeing Policy
Managing Performance & Conduct Policy
Grievance Policy & Procedure
Whistle-blower Protection Policy
Social Media and Communication Policy
EAP information sheet
Supplier Code of Conduct Policy
Workplace Gender Equality Policy

## Appendix 1: Grounds of discrimination and harassment

DISCRIMINATION GROUNDS	FED	VIC	NSW	QLD	WA	WA	TAS	ACT	NT
Accommodation Status								✓	✓
Age	✓	✓	✓	✓	✓	✓	✓	✓	✓
Breastfeeding	✓	✓	✓	✓	✓	✓	✓	✓	✓
Disability/impairment (including physical, intellectual or psychiatric)	✓	✓	✓	✓	✓	✓	✓	✓	✓
Engagement (or past engagement) in sex									✓
Employment status								✓	✓
Family/caring/parental responsibilities	✓	✓	✓	✓	✓	✓	✓	✓	✓
Family or domestic violence					✓			✓	✓
Gender identity/gender history/transgender	✓	✓	✓	✓	✓	✓	✓	✓	✓
Genetic predisposition to disability	✓	✓	✓					✓	
HIV/Hepatitis status									✓
Identity of spouse or domestic partner					✓				
Intersex status/sexual characteristics	✓	✓	✓		✓		✓	✓	✓
Immigration status								✓	
Industrial/employment activity	✓	✓		✓			✓	✓	✓
Irrelevant or spent criminal record	✓					✓	✓	✓	✓
Irrelevant medical record	✓						✓		✓
Language (including signed language)									✓
Lawful sexual activity		✓		✓			✓		
Marital status/relationship status/domestic partnership status	✓	✓	✓	✓	✓	✓	✓	✓	✓
Physical features		✓						✓	
Political opinion, belief, affiliation or activity	✓	✓	✓	✓		✓	✓	✓	✓
Potential pregnancy	✓		✓		✓		✓	✓	✓
Pregnancy	✓	✓	✓	✓	✓	✓	✓	✓	✓
Profession, trade, occupation or calling		✓						✓	
Publication of details under						✓			✓
Race or nationality	✓	✓	✓	✓	✓	✓	✓	✓	✓
Religion	✓	✓		✓		✓	✓	✓	✓
Sex	✓	✓	✓	✓	✓	✓	✓	✓	✓
Sexual orientation/sexuality	✓	✓	✓	✓	✓	✓	✓	✓	✓

## Appendix 2: Relevant legislation

Workplace participants are subject to legislation applying to discrimination, harassment, victimisation, vilification and bullying in the workplace. Workplace bullying is covered by work health & safety legislation.

### Commonwealth legislation

*Fair Work Act 2009*

*Racial Discrimination Act 1975*

*Sex Discrimination Act 1984*

*Disability Discrimination Act 1992*

*Age Discrimination Act 2004*

*Australian Human Rights Commission Act 1986*

*Workplace Gender Equality Act 2012*

### State & territory anti-discrimination legislation

*Anti-Discrimination Act 1977 (NSW)*

*Equal Opportunity Act 2010 (Vic)*

*Racial and Religious Tolerance Act 2001 (Vic)*

*Anti-Discrimination Act 1991 (Qld)*

*Equal Opportunity Act 1984 (SA)*

*Racial Vilification Act 1996 (SA)*

*Equal Opportunity Act 1984 (WA)*

*Spent Convictions Act 1988 Pt3 Div 3 (WA)*

*Criminal Code Act 1913 (WA) - Chapter XI - Racist Harassment and Incitement to Racial Hatred*

*Anti-Discrimination Act 1998 (Tas)*

*Discrimination Act 1991 (ACT)*

*Anti-Discrimination Act 1996 (NT)*

### Work health & safety legislation

*Work Health and Safety Act 2011 (Cth)*

*Work Health and Safety Act 2011 (NSW)*

*Work Health and Safety Act 2011 (Qld)*

*Work Health and Safety Act 2012 (SA)*

# Workplace Respect Policy



*Work Health and Safety Act 2012 (Tas)*

*Work Health and Safety Act 2011 (ACT)*

*Work Health and Safety (National Uniform Legislation) Act 2011 (NT)*

*Occupational Health and Safety Act 2004 (Vic)*

*Work Health and Safety Act 2020 (WA)*

Approved by Neil Brimacombe

Chief Executive Officer  
18/06/2021