



## Clermont Crane Hire Pty Ltd

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# Bullying, Harassment and Victimisation Policy (CCH Policy 004)

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The purpose of this policy is to address Clermont Crane Hire Pty Ltd stand on harassment, bullying and victimisation which will not be tolerated under any circumstances. To prevent this from occurring, Clermont Crane Hire Pty Ltd commits to informing its workforce regarding:

- ✓ Types of bullying, harassment and victimisation: (not limited to)
  - o Intimidation
  - o Repeated hurtful remarks or attacks
  - o Handing out impossible jobs
  - o Sexual harassment
  - o Psychological harassment
- ✓ Potential affects (not limited to)
  - o Be less active or successful
  - o Want to stay away from work
  - o Scared, stressed, anxious or Depressed
  - o Lack of Trust
  - o Affected relationships

Clermont Crane Hire Pty Ltd and all employees shall ensure the following:

- ✓ Promote a positive and supportive environment for employees to work in
- ✓ Approach all fellow employees with decency and respect
- ✓ Supervisors and managers have a leadership role and are responsible for preventing incidents and taking prompt action if breaches do occur
- ✓ No personnel shall ever spread derogatory rumours, messages, drawings etc.
- ✓ No personnel shall ever engage in any form of sexual harassment *i.e. sexual advances, inappropriate touching, remarks or jokes*
- ✓ Clermont Crane Hire shall investigate all forms of harassment, bullying and victimisation and provide a safe environment to do so