



<b>ANTI-DISCRIMINATION, BULLYING AND HARASSMENT POLICY</b>		Document # AH-HR002	Print Date N/A
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The Archdiocese of Hobart (Archdiocese) and its Agencies are committed to providing a work environment that supports knowledge of and respect for equality and cultural inclusion; and is free from all forms of unlawful discrimination, including bullying and harassment.

Within Archdiocesan workplaces, an intrinsic aspect of every role is that employers and workers treat each other with dignity and respect. Archdiocesan workplaces should be stimulating, pleasant and productive environments, and consequently, discrimination, bullying and harassment will not be tolerated in any Archdiocesan workplace.

Discrimination, bullying and harassment are not only unacceptable, they are unlawful in accordance with Federal and State legislation. Substantiated claims may have serious consequences for a guilty party. It is the responsibility of management and all workers to participate in the development and maintenance of a work environment that is free from all forms of discrimination, bullying and harassment. All workers, including those in a leadership role, are to ensure that proper standards of conduct are maintained at all times within all Archdiocesan facilities.

The Archdiocese and its Agencies will endeavour to provide a workplace where:

- Unlawful discrimination against workers is prevented on the grounds outlined by Federal and State legislation.
- A culture supportive of employment equality and diversity is developed and sustained.
- Any existing unlawful barriers to participation and progression in employment are identified and removed.
- Appointments and advancements of workers are on the basis of merit.
- All complaints are treated confidentially, seriously and sympathetically. In the first instance, they are to be dealt with through the Archdiocesan internal complaints resolution processes.
- No worker will be penalised or disadvantaged as a result of raising a legitimate concern or complaint relating to discrimination, bullying or harassment.
- Support is provided to workers whilst discrimination, bullying and harassment issues are being investigated.
- Appropriate disciplinary action - which may include dismissal - will be taken against any worker found to have breached this policy.
- As allegations of discrimination, bullying and harassment are viewed seriously, all workers need be aware that where the Archdiocese is satisfied that a complaint is malicious, frivolous or vexatious, the complainant may face disciplinary action.

All Priests, Heads of Agencies, Managers and Supervisors are expected to support and facilitate anti-discrimination principles in employment and implement any associated procedures in their workplaces. In addition they are expected to ensure that all workers are aware of this policy.

This policy is not intended to diminish supervisory or managerial right to direct or control how work is done in the workplace. Its primary intent is to safeguard as far as is practicable, the health and safety of workers. The policy is not intended to cover poor management practices, as such practices are not considered bullying.

For the purposes of this policy the term "worker" is inclusive of anyone who is acting in support of the Mission of the Archdiocese.