



Document No:	LES-HR061
Issued:	07/05/2020
Replaces:	01/11/2013
First Issued:	01/11/2013

Workplace Bullying and Harassment Policy

League is committed to providing our employees with a safe work environment that is safe from inappropriate behaviour and will take all reasonable steps to minimise any form of workplace bullying and harassment.

Workplace bullying towards any employee, contractor, consultant, volunteer, supplier, customer, client or visitor in any work-related situation will not be tolerated by League under any circumstances.

It is important for employees to be aware that workplace bullying does not include the legitimate exercise of authority by an employer or manager/supervisor to direct and control how an employee performs their duties whilst at work, to monitor workflow or to provide feedback to employees about their performance.

We will not:

- Accept any sort of behaviour that is interpreted as bullying or harassment;
- Justify or dismiss bullying or harassment as humour;
- Threaten employees, customers or stakeholders with verbal abuse, yelling, screaming or offensive language;
- Spread gossip or rumours;
- Exclude, isolate or intimidate employees, customers and stakeholders;
- Take part or tolerate cyber bullying; and
- Take part or tolerate any form of sexual harassment.

We will:

- Distribute and have readily available to our employees our Workplace Bullying and Harassment Policy;
- Take all reasonable steps to ensure there is no recurrence of any offences;
- Protect our employees by addressing and promptly actioning all bullying and harassment complaints, taking reasonable steps to ensure and respect the confidentiality of those involved in the complaint;
- Model the appropriate, expected behaviours;