



## Freedom of Association Policy

The membership of trade union organisations will be a matter for individual employees and League Engineering will neither discourage nor encourage any employee to join a union.

League Engineering will not support the practice of 'no ticket, no start'.

League Engineering employees will be briefed on these rights along with consequences of breaching these rights as a part of the induction.

League Engineering will not condone any form of harassment, discrimination, victimisation or conduct that has the purpose or effect of interfering with an individual's work performance or creating an intimidating hostile or offensive work environment.

Any harassment, discrimination or victimisation will be considered a serious violation of League Engineering policy and will be progressed by corrective counselling and may result in termination if counselling does not produce a change of behaviour acceptable to League Engineering.

Any employee who considers that they are a victim of harassment, discrimination or victimisation by any supervisor, management official, or other employee, or any other person in connection with their employment should bring the matter to the immediate attention of their supervisor or call the League Office.

Training and information on these matters will form part of the project induction. This policy will be available on our website.