



<b>ANTI-DISCRIMINATION, BULLYING AND HARASSMENT POLICY</b>		Document #	Level: Tier 1
Effective Date: 1 September 2018	Revision # V6	Prepared By: GRC Manager	Date Prepared: 30 January 2018
Compliance: Age Discrimination Act 2004 (Cth) Australian Human Rights Commission Act 1986 (Cth) Fair Work Act 2009 (Cth) Human Rights and Equal Opportunity Commission Act 1986 (Cth) Racial Discrimination Act 1975 (Cth) Sex Discrimination Act 1984 (Cth) Anti-Discrimination Act 1998 (Tas) Work Health & Safety Act 2012 (Tas)		Reviewed By: PR&CM Committee	Date Reviewed: 6 August 2018

### Purpose

The purpose of this policy is to support a workplace that is free from discrimination, bullying and harassment, including sexual harassment.

### Scope of Application

This policy applies to the Archdiocese and its agencies including: Archbishop's Office, Parishes, Church Office, CatholicCare Tasmania, Centacare Evolve Housing, Catholic Education Tasmania and the Catholic Development Fund.

This policy may also be used to apply to bodies or committees associated with any of the above agencies, established to progress initiatives under the auspices of the Archdiocese.

### Policy

The Archdiocese of Hobart ('Archdiocese') and its agencies are committed to providing a safe working environment where the dignity of everyone is respected. There is no tolerance for discrimination, bullying and harassment, including sexual harassment.

Discrimination, bullying and harassment are not only unacceptable, but are unlawful in accordance with federal and state legislation.

It is the responsibility of the management and workers of the Archdiocese to participate in the development and maintenance of a work environment that is free from all forms of discrimination, bullying and harassment.

The Archdiocese and its agencies will endeavor to provide an environment where:

- Unlawful discrimination against workers is prevented on the grounds outlined by federal and state legislation

- A culture supportive of 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
- No worker is 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 under investigation
- Appropriate disciplinary actions, which may include dismissal, are taken against any worker found to have breached this policy
- All allegations of discrimination, bullying and harassment are viewed seriously. All workers need to be aware that where the Archdiocese is satisfied that a complaint is malicious, frivolous or vexatious, the complainant may face disciplinary action.

Note: There may be circumstances when the Archdiocese seeks, and is granted exemptions from the Anti-Discrimination Act for specific services and activities. Exemptions may be granted by the Anti-Discrimination Commissioner to confirm that an action is consistent with the promotion of equal opportunity or is a special measure to benefit a group that is disadvantaged or has a special need because of an attribute listed in the Act.

## Definitions

**Discrimination:** is unlawful on the basis of one or more of the characteristics listed in the *Anti-Discrimination Act 1988* (Tas): age, race, disability, irrelevant medical record, gender, gender identity, intersex, breastfeeding, pregnancy, sexual orientation, relationship status, lawful sexual activity, marital status, family responsibilities, parental status, irrelevant criminal record, religious belief or affiliation, religious activity, political belief or affiliation, political activity, industrial activity or the association with a person who has or is believed to have any of the other attributes.

**Bullying:** is an unreasonable behaviour (often repeated) directed toward an employee, or group of employees that creates a risk to their health and safety (whether physical or psychological).

**Harassment:** a behaviour which offends, humiliates, intimidates, insults or ridicules another person in circumstances which a reasonable person would have anticipated that the victim would be offended, humiliated, intimidated, insulted or ridiculed.

**Sexual harassment:** unwanted, unwelcome or uninvited behaviour of a sexual nature which make an individual or group of people feel humiliated, intimidated or offended. Conduct can include: acts of physical intimacy; passing or sexual remarks or gestures, actions or comments of a sexual nature in their presence.

**Worker:** anyone who is acting in support of the Mission of the Archdiocese and includes, employees, contractors and volunteers.

## Related Documents

Diversity Policy  
 Professional Boundaries Policy  
 Whistleblower Policy  
 Workplace Behaviour Policy  
 Work, Health and Safety Policy

## **Changes to this policy**

The Archdiocese will review this policy from time to time and updates are available on the website.

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## **Policy approved by:**

Most Rev Julian Porteous, Archbishop of Hobart,

11 August 2018