

DESERT ORE CONTRACTING PTY LTD

WORKPLACE BULLYING POLICY

Desert Ore Contracting Pty Ltd is committed to providing a positive working environment free from intimidation, ridicule and harassment. Desert Ore Contracting will not tolerate threatening behaviour including bullying, harassment, intimidation, threats and physical violence in the workplace.

Desert Ore Contracting considers workplace bullying unacceptable.

Workplace bullying is unreasonable behavior that generally is persistent, and that demeans, intimidates and humiliates employees, either as individuals or as a group.

Workplace bullying may cause the loss of trained and talented employees, reduce productivity and morale and create legal risk.

Desert Ore Contracting believes that all employees should be able to work in an environment free of bullying. Managers and supervisors must ensure employees are not bullied

Desert Ore Contracting Pty Ltd has issue resolution and investigation procedures to deal with workplace bullying. Any reports of workplace bullying will be treated seriously and investigated promptly, confidentially and impartially.

Desert Ore Contracting Pty Ltd encourages all employees to report workplace bullying. Managers and supervisors must ensure that employees or witnesses who make complaints are not victimised.

Disciplinary action will be taken against anyone where a complaint of bullying is found. Disciplinary action may involve a formal warning, counselling or dismissal.

The Directors:

Date: