

Harassment, Discrimination and Workplace Bullying Policy

Introduction

This policy has been developed to support Neighbourhood Watch Northern Territory's vision of "Safe, connected and inclusive communities."

Everyone has the right not to be bullied or harassed at work, and to feel safe, confident, and secure in their workplace. The purpose of this policy is to make NHWNT employees, board members, volunteers, and members aware of behaviour that is unacceptable in the workplace.

The intended outcome is a workplace free of all forms of harassment, discrimination, and bullying, creating a positive workplace environment.

Definitions

<i>Harassment</i>	behaviour that targets an individual or group due to their, identity, race, culture or ethnic origin, religion, physical characteristics, gender
<i>Discrimination</i>	happens when adverse action occurs, including firing or demoting someone based on a person's characteristics; like their race, religion, or sex, etc
<i>Bullying</i>	repeatedly acting unreasonably towards a person or group and behaviour that creates an actual or perceived risk to health and safety

Policy

This policy extends to NHWNT employees and members (including board members and volunteers) and encompasses members of the public with whom have contact with NHWNT in the course of their activities with NHWNT.

NHWNT does not tolerate harassing, discriminatory or bullying behaviour and may take disciplinary action in the following forms if any such person;

- Participates in harassing, discriminatory, or bullying behavior; or
- Victimizes or retaliates against another in the NHWNT workplace who has lodged a complaint about harassment, discrimination, or workplace bullying.

Need more information on what constitutes harassing, discriminatory or bullying behaviour, go to the [Australian Human Rights Commission Act 1986](#).

Any grievances in the NHWNT workplace can be reported through our grievance procedure detailed in the [NHWNT Grievance Policy](#).

Responsibilities

1. The Board will:

- Regularly review the leadership and commitment given to eliminating discrimination through active promotion of the organisation's '*Harassment, Discrimination and Workplace Bullying Policy*'.
- Monitor performance by way of periodic management reports and assurances.

2. The Board or EO will:

- Review the organisation's practices to incorporate precautions against discrimination in such areas as hiring, client selection and program delivery.
- Allow diverse groups to access benefits provided by the organisation.
- Make efforts to give special weight to the culture and experiences of individuals from disadvantaged groups.
- When necessary, delegate responsibility for compliance to officers with responsibility for particular sections.
- Oversee the performance of subordinate officers in these matters.
- Review and report to the Board, as appropriate, on the effectiveness of the management systems established to remove discrimination.
- Analyse material breaches and identified compliance system weaknesses for systematic trends and ensure that any adverse trends are addressed.
- Promote a culture of effective policy compliance across the organisation.

3. All staff and volunteers at all levels will

- Make themselves aware of the organisation's policy against harassment, discrimination, and bullying.
- Where appropriate, suggest ways in which practices, systems and procedures could be improved so as to reduce the likelihood of this unacceptable behaviour occurring.

Relevant Legislation

- [Australian Human Rights Commission Act 1986](#)
- [Human Rights and Equal Opportunities Commission Act 1986](#)
- [Racial Discrimination Act 1975](#)
- [Sex Discrimination Act 1984](#)
- [Disability Discrimination Act 1992](#)
- [Age Discrimination Act 2004](#)
- [Workplace Relations Act 1996](#)