



**MAINTENANCE DRAINAGE
GAS FITTING HOT-WATER**

0411 310 342
northernplumbing1@gmail.com

Northern Plumbing (the Company) is committed to provide an inclusive and diverse workplace where employees and others in the workplace are treated equitably, fairly and with respect.. We aim to ensure the success of our Company is enhanced by decisions that are based on merit and good working relationships.

This policy applies to all employees, whether full time, part time or casual, and to ant contractors or temporary staff engaged by the Company (together, Workers)

The Company aims to provide all Workers with a workplace that is safe and free from harassment, victimisation and vilification, Discrimination, bullying, harassment, victimisation and vilification are unacceptable and may be unlawful under Commonwealth and state anti-discrimination laws, including:

Fair Work Act 2009 (cth), Age Discrimination Act 1992 (cth), Racial Discrimination Act 1975 (cth), Sex Discrimination Act 1984(cth), Australian Human Rights Commision Act 1986 (cth), Anti Discrimination Act 1977 (NSW), Anti Discrimination Act 1991 (Qld), Civil Liability Act 1936 (SA), Equal Opportunity Act 1984 (SA), Racial Vilification Act 1996 (SA) , Whistleblowers Protection Act 1993 (SA), Charter of Human Rights and Responsibilities act 2006 (Vic), Equal Opportunity Act 2010 (Vic), Racial and Religious Tolerance Act 2001 (Vic), Anti Discrimination Act 1998 (Tas) and Equal Opportunity Act 1984 (WA)

Workers should note that legal action could be taken against them for discrimination, bullying, harassment, victimisation and vilification. In addition, engaging in such behaviour could expose the Company to liability.

This policy extends to personal conduct which takes place outside of the place of the Company's business, or the Company's normal business hours, to the extent it is related to your employment or engagement.

Northern Plumbing underpins this commitment **by as far as reasonably practicable:**

- Promoting a workplace free from harassment and discrimination;
- Investigating all reports or complaints of such behaviour confidentially and impartially:

- Encouraging our Workers to report incidents of discrimination, harassment, workplace bullying or violence, so that appropriate measures can be taken to remove this form of behaviour;
- Actively seeking to remove barriers that prevent the fair and equitable treatment of personnel;
- Actively supporting the attraction, development, retention and promotion of diverse talent, and
- Demonstrating respect and fairness in our interactions with external stakeholders such as clients and subcontractors

Managers have an important role in the prevention of inappropriate workplace behaviour and will:

- Not discriminate against, harass, victimise or vilify other Workers or clients:
- Take steps to stop inappropriate behavior of a Worker: and
- Take appropriate steps to resolve any complaint about inappropriate behaviour by a Worker.

Where a Worker believes that a breach of this policy may have occurred, he or she should report the matter to their manager. This complaint will be taken seriously and will be dealt with in accordance with the Northern Plumbing Grievance Policy.

Workers can be held legally responsible for their unlawful acts and may be subject to disciplinary action, including termination, including for activity which aids or encourages another person's unlawful behaviour.

The policy does not form part of your contract of employment or engagement with the Company. The Company may amend or vary this policy, in its absolute discretion, from time to time.

If you have any questions about this policy, please contact the Manager

Russell Edwards
Managing Director
26Th May 2017