

## Bullying, Harassment and Discrimination Policy

BT Builders Qld are committed to ensuring that workers and others are not subjected to bullying, harassment or discrimination at our workplaces.

- Workplace bullying can be either physical or psychological in nature and is repeated and unreasonable behaviour directed towards a worker or a group of workers that creates a risk to health and safety.
- Harassment takes place when someone directs one or more specified acts at another person (including watching, loitering, following, accosting, interfering with another person's property or acting in ways that causes the person to fear for their safety). Harassment has the potential to cause humiliation, offence or intimidation.
- Discrimination is behaviour that excludes or restricts a person or group from opportunities that are available to others. The behaviour primarily is seen as unfair, along with the potential to cause harm, humiliation, offence or intimidation.

BT Builders Qld is committed to providing a work environment where the dignity of every individual is respected.

We believe that every person has a right to be treated fairly and equitably and with dignity, courtesy and respect while at work.

### Our Principles are as follows:

- Workplace bullying is unacceptable and will not be tolerated under any circumstances;
- Management, staff, subcontractors and workers all have a responsibility to ensure that bullying does not occur in the workplace; and,
- Maintaining transparency in reporting and confidentiality for victims is key to ensuring those affected are free to make a formal or informal complaint and are afforded protection from any further ill treatment.



Boyd Hall  
Managing Director