

DISCRIMINATION, BULLYING & HARRASMENT



Policy Statement

Ceasefire is dedicated to maintaining a workplace that is free from bullying, harassment, sexual harassment, and unlawful discrimination. Our goal is to ensure that everyone in the workplace is treated with respect, dignity, and fairness, fostering an inclusive environment that encourages positive working relationships.

Our commitment

Ceasefire is committed to providing a safe working environment and ensuring all staff are treated fairly with dignity and respect. An important part of this commitment is providing a working environment free from harassment, bullying and unlawful discrimination, thereby laying the foundation for a productive and positive workplace. This policy applies to all employees, contractors and management staff. Breaches of this policy will be treated seriously and dealt with accordingly.

Workplace bullying can include

- Verbal abuse
- Demeaning language
- Threats
- Outbursts of anger or aggression
- Humiliation
- Physical or verbal intimidation
- Excluding or isolating workers

Workplace discrimination can include

- Race
- Sex
- Age
- Religion
- Political Opinion
- Marital status

Ceasefires 3-step approach to bullying

Prevention

- Training workers about what constitutes bullying behaviour
- Creating awareness of the health and safety risks associated with bullying
- Encouraging reporting of all bullying, discrimination and harassment.

Investigation

- Suitably trained individuals will investigate all credible reports of bullying, harassment and discrimination.
- Following set guidelines, we will investigate all cases in a fair and unbiased manner.

Control

- Put control strategies in place.
- Re-assigning tasks/shifts and work locations
- Mediation (internal or external)
- Counselling
- Disciplinary action, possibly resulting in termination of employment.

We treat all reports of discrimination, bullying, harassment, and sexual harassment with the utmost seriousness and respond with impartiality and confidentiality. Retaliation against individuals who make or plan to make such complaints will not be tolerated.

We are committed to adhering to all applicable legislation and continually assessing the effectiveness of our policies and practices.

Slayde Tana
General Manager