

Avoidance of Bullying, Harassment and Discrimination Policy

Klemzig Massage & Health

Klemzig Massage & Health is committed to providing its employees, contractors, clients and visitors with a work environment that is free of bullying, harassment and discrimination. Klemzig Massage & Health has a responsibility to ensure employees, contractors, clients and visitors are not bullied, harassed or discriminated against.

Harassment in any form, including sexual harassment, will not be tolerated in the workplace. Conduct of this type may breach federal and state anti-discrimination and state work health and safety laws. It is the responsibility of all employees, contractors, clients and visitors engaged by Klemzig Massage & Health to comply with this legislation.

Bullying and Harassment pollutes the working environment and can have a devastating effect on the health, confidence, morale and performance of those affected by it. It may also have a damaging effect on other employees, contractors, clients and visitors who are not the object of unwanted behaviour.

Bullying is repeated, intentional use of words and or actions against individuals or a group of people to cause distress and risk to their wellbeing. Bullying may include:

- Verbal insult or abuse
- Personal attack, threats, intimidation and misuse of authority
- Deliberate exclusion or isolation from workplace activities

Incidents of bullying, harassment or discrimination will be treated as a workplace incident and will be investigated with the seriousness given to any other claim. All reports will be treated seriously and investigated promptly, confidentially and impartially. Any breach of Code of Conduct may result in disciplinary action. Klemzig Massage & Health will ensure that employees, contractors, clients and visitors who make reports are not victimised.

Klemzig Massage & Health encourages all employees, contractors, clients and visitors to report bullying, harassment and discrimination. All employees, contractors, clients and visitors are entitled to a working environment that respects their personal dignity and which is free from such objectionable conduct.