

BULLYING & HARASSMENT

Everyone has the right not to be bullied or harassed at work. You have the right to work in a safe environment as your club has a duty of care towards you.

What is bullying:

A person or group of people acting in a repeatedly unreasonable way that creates a risk to your health and safety. Whether an act is considered reasonable or unreasonable depends on the circumstances of the act.

What is considered bullying:	What is not considered bullying:
<p>abusive, insulting or offensive language or comments (including belittling, demeaning or patronising someone, especially in front of others)</p> <p>unjustified or unreasonable criticism or complaints</p> <p>singling someone out and treating them differently from others</p> <p>withholding information, supervision, consultation, training or resources deliberately to prevent someone doing their job</p> <p>setting unreasonable timelines or constantly changing deadlines</p> <p>spreading misinformation or malicious rumours</p> <p>changing work arrangements, such as rosters and leave, to deliberately inconvenience someone</p> <p>humiliating, shouting at or threatening someone</p> <p>excluding someone from taking part in activities that relate to their work</p> <p>refusal to acknowledge contributions and achievements (such as finding out that a person's work – and the credit for it – has been stolen or plagiarised)</p> <p>refusing annual leave, sick leave, and especially compassionate leave without reasonable grounds</p> <p>intimidation (making someone feel less important and undervalued).</p>	<p>Some work practices may seem unfair but are not considered bullying if they're within the law and done in a reasonable manner.</p> <p>Examples of what is not considered bullying include:</p> <p>setting realistic and achievable performance goals, standards and deadlines</p> <p>fair and appropriate rostering and allocating working hours</p> <p>transferring someone to another area of the organisation/ business or role for operational reasons</p> <p>deciding not to select a worker for promotion where a reasonable process is followed</p> <p>informing a person about their unsatisfactory work performance in an honest, fair and constructive way</p> <p>informing someone of their unreasonable behaviour in an objective and confidential way</p> <p>implementing organisational changes or restructuring</p> <p>taking disciplinary action, including suspension or terminating employment where appropriate or justified in the circumstances.</p> <p>It's also important to note that a single incident of unreasonable behaviour is not considered to be workplace bullying. However, any instances of inappropriate or disrespectful behaviour should be dealt with promptly and seriously before they escalate.</p>