

HRM-POL-016

Workplace Bullying, Discrimination and Harassment Policy

(Supersedes and incorporates the workplace bullying policy)

1. Application

This policy applies to all TI employees, contractors, embedded contractors, consultants and officers.

2. Definitions

TI: means Tasmanian Irrigation Pty Ltd, ACN 133 148 384.

TI Contractors: means contractors or consultants engaged by TI under a personal services consultancy agreement or other similar arrangements.

TI Employee: means employees and Contractors of TI but does not include TI directors.

TI Personnel: means TI officers (for example TI directors) and TI Employees.

3. Policy

TI is committed to providing a workplace that is free from bullying, harassment, including sexual harassment and unlawful discrimination. The organisation aims to ensure all those participating in the workplace are treated with respect, dignity, and fairness to create an environment which promotes positive working relationships.

This policy and the workplace grievance, bullying and harassment handling procedure are designed to ensure that all employees understand what will be regarded as bullying, discrimination and harassment, and how and where they can get assistance to resolve a grievance resulting from these behaviours.

4. Workplace bullying, discrimination and harassment Policy, Procedure and Legislative Framework

TI is a State-Owned Corporation and is required to comply with its own policies, prescribed applicable legislation, State Government policies and procedures and the Member's Statement of Expectation.

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Version Control	Only electronic copy in SharePoint is controlled. To ensure any paper copy is current, please check the policy document list on SharePoint.			Revision	1
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Approval	This policy requires CEO approval.			Date Approved	23/06/2021

This policy should be read in conjunction with:

- Fairwork Amendment Act 2013
- <http://www.fairwork.gov.au/employee-entitlements/bullying-and-harassment>
- <https://www.safeworkaustralia.gov.au/bullying>
- Sex discrimination Act 1984
- Humanrights.gov.au
- Tasmanian Anti-discrimination Act 1998
- Racial Discrimination Act 1975
- Age Discrimination Act 2004
- TI Code of Conduct
- Tasmanian Irrigation's Procedures for Dealing with Grievances (including bullying, discrimination and harassment including sexual harassment)

5. Policy Review Date

This policy should be reviewed every 2 years

This policy is an amalgamation of the Employee Grievance and Dispute Settlement Policy and the Workplace Bullying Policy.

There have been no material changes to either components of the policies above.

There are no material changes to this policy in 2021.

Policy changes approved:

Date: 23 June 2021

Chief Executive Officer:



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