SHEQS 1.3-Bullying, Harassment and Discrimination Policy

Pollock and Sons Crane Hire Limited will maintain a co-operative and business like working environment for it's workers'. Consistent with this the company does not condone, nor will it tolerate, any form of bullying, harassment or discriminatory behaviour in the workplace. This includes inappropriate behaviour towards fellow staff members as well as customers, clients or suppliers.

What is bullying?

Workplace bullying is repeated and unreasonable behaviour directed towards a worker or group of workers that can be physical, verbal or social (ie: excluding or isolating someone or spreading rumours).

Repeated behaviour is persistent and can involve a range of actions.

Unreasonable behaviours are actions that a reasonable person wouldn't do in the same circumstances. Including victimising, humiliating, intimidating or threatening a person.

A single incident of unreasonable behaviour isn't considered workplace bullying.

What is harassment?

General harassment could include any unwanted and unjustified behaviour which another person find offensive or humiliating and it has a negative effect on the person receiving the behaviour. Harassment can be in the form of a one off event.

Types of harassment include sexual, racial and discrimination.

What is discrimination?

Discrimination is unjust or prejudicial treatment of different categories of people and are typically (but not limited to) in relation to race, age or gender.

Responsibilities

Pollock and Sons Crane Hire Limited will take all reasonable steps to provide a workplace that is free of Bullying, Harassment and Discrimination through provision of information and supported with processes for both informal and formal investigations.

Managers will record and investigate concerns fairly and inline with the companies processes.

Everyone within the workplace is responsible for their own behaviour and actions. Individuals can and will be held accountable for their behaviour while at work or representing Pollock and Sons Crane Hire Limited.

Workers are expected to bring matters of concern to Management attention in order to resolve the matter in a prompt and civil manner.

Wayne Slater
Managing Director
Pollock and Sons Crane Hire Limited
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