

Bullying and Harassment Policy

At Aerco NW Electrical Pty Ltd, we are committed to providing a safe, respectful, and supportive workplace. Bullying and harassment are risks to health and safety and are strictly prohibited. This policy reflects our dedication to fostering a work environment where everyone is treated with dignity and respect.

Our Commitment to a Safe Workplace

- **Zero Tolerance for Bullying and Harassment:** We do not tolerate any form of bullying, harassment, or unreasonable behavior that creates risks to the health and safety of our employees, contractors, or stakeholders.
- **Education and Awareness:** We provide training and resources to ensure employees understand what constitutes bullying and harassment, their responsibilities, and how to respond to or report inappropriate behavior.
- **Compliance with Laws and Standards:** We align with all relevant Australian workplace laws and regulations to ensure a safe and respectful workplace for everyone.
- **Proactive Risk Management:** We assess and address workplace culture, leadership styles, and workload management to reduce the likelihood of bullying and harassment.
- **Continuous Improvement:** Through regular reviews and feedback, we refine our processes and practices to ensure effectiveness and alignment with best practices.

Our Objectives

- To provide a workplace where everyone feels respected, valued, and safe.
- To educate all employees about the importance of dignity, respect, and inclusivity.
- To establish clear processes for reporting and addressing bullying or harassment complaints.
- To support individuals impacted by bullying and harassment while addressing and resolving issues promptly.
- To foster a culture of collaboration and respect, promoting healthy professional relationships.

A Shared Responsibility

At Aerco NW Electrical, we believe maintaining a respectful workplace is a collective effort. All employees, contractors, and stakeholders are expected to:

- Treat others with respect and dignity in all interactions.
- Refrain from engaging in or encouraging bullying or harassment in any form.
- Report any incidents of bullying or harassment through the appropriate channels.
- Actively contribute to a positive workplace culture where inappropriate behavior is not tolerated.

We take pride in fostering a workplace that prioritizes respect, collaboration, and safety. By embedding these principles into our culture, Aerco NW Electrical aims to lead by example in creating a safe and supportive work environment.