



Policies, Procedures and Guidelines

HARASSMENT POLICY

CSG020

BACKGROUND

Lachlan Shire Council (LSC) considers sexual, racial and other forms of harassment as an unacceptable form of behaviour that will not be tolerated under any circumstances.

Harassment refers to unwelcome comments and/or behaviour that is intimidating, offensive or embarrassing. It includes offensive comments or action concerning a person's race, colour, language, ethnic origin, gender, marital status, disability, political or religious conviction. Behaviour that may constitute harassment includes staring, leering, touching or unwanted familiarity, taunts, insults, jokes or gestures.

LSC has a legal obligation to ensure that harassment does not occur in the workplace, including loss of productivity and morale.

OBJECTIVE

The object of this policy is to ensure all workers are treated in a fair and equitable way within the work environment free from any forms of harassment or victimisation.

DEFINITION

"Worker" in the context of this policy has the same meaning as that in the Work Health and Safety Act 2011 and includes Councillors.

POLICY

Directors, managers and supervisors are required to ensure that all workers are:

- treated fairly and equitably
- not subject to harassment and
- complainants or witnesses are not victimised in any way.

All workers will ensure that they treat each other in the same way outlined above.

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| Further Information: Lachlan Shire Council ☎ 02 6895 1900 ✉ Email: council@lachlan.nsw.gov.au | | | | Page 1 of 2 |
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Any reports of harassment will be treated seriously and sympathetically by LSC and will be investigated thoroughly and confidentially. LSC's Grievance Policy will be followed in the case of a harassment complaint.

Disciplinary action will be taken against any worker found to be perpetrating harassment of other workers.

Information on this policy will be included in induction and other EEO education/training programs.

RELATED DOCUMENTS

LSC Grievance Policy CSG019

GENERAL MANAGER

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