

1. Heads of Power

Work Health and Safety Act 2011 (Qld)

Anti-Discrimination Act 1991 (Qld)

Fair Work Act 2009 (Cth)

Public Sector Ethics Act 1994 (Qld)

Human Rights Act 2019 (Qld)

Industrial Relations Act 2016 (Qld)

2. Purpose

This policy outlines Aurukun Shire Council's (**Council**) commitment to providing a safe, inclusive, and respectful workplace free from bullying, harassment, discrimination, and victimisation. It ensures compliance with Queensland and Commonwealth legislation and sets out the responsibilities of all parties in preventing and responding to inappropriate behaviour.

3. Scope

This policy applies to all Councillors, employees, contractors, consultants, volunteers, and other individuals engaged with Council operations in any capacity.

4. Heads of Power

This policy is governed by the following legislation and standards:

5. Definitions

Bullying: Repeated, unreasonable behaviour directed towards a worker or group that creates a risk to health and safety.

Harassment: Unwelcome conduct that humiliates, offends, or intimidates a person.

Discrimination: Treating someone unfavourably based on protected characteristics (e.g. race, age, gender, disability).

Sexual Harassment: Unwelcome sexual behaviour that causes offence, humiliation or intimidation.

Victimisation: Unfair treatment of a person because they have made or supported a complaint.

6. Policy Statement

Council is committed to:

- Providing a workplace that promotes dignity, respect, and inclusion.
- Preventing and responding promptly to all forms of bullying, harassment, and discrimination.
- Supporting individuals who raise concerns or make complaints in good faith.

7. Responsibilities

- **All Workers:** Must treat others with respect, comply with this policy, and report any incidents.
- **Supervisors and Managers:** Must model respectful behaviour, respond to complaints promptly and fairly, and ensure preventative education.

- **CEO and ELT:** Ensure the organisation-wide application of this policy and adequate resourcing for prevention and resolution mechanisms.

8. Reporting and Resolution

- Concerns can be raised with a supervisor, manager, HR, or through Council's complaints framework.
- Reports will be treated confidentially and in line with principles of natural justice.
- Investigations will be conducted impartially, with outcomes documented and monitored.

9. Consequences of Breach

Breaches of this policy may result in disciplinary action, up to and including termination of employment or engagement.

10. Related Documents

- Code of Conduct for Employees
- Code of Conduct for Councillors
- Workplace Health and Safety Policy
- Complaints Management Policy
- Investigation Policy

11. Document Control

Council will review this policy every two years or as required by changes in law or best practice.

12. Policy Owner

Human Resources Manager.