

Bullying Harassment & Discrimination Policy

Optimum Choice are committed to providing a safe, flexible and respectful working environment for all workers, participants and visitors that is free from all forms of bullying, harassment and discrimination. All Optimum Choice representatives are required to treat others inclusive of workers, participants and visitors with dignity, courtesy and respect.

Types of Bullying, Harassment & Discrimination:

- Sarcasm, demeaning language
- Threats, abuse or shouting
- Coercion, constant unconstructive criticism
- Discrimination can be the result of sex, age race or disability
- Sexual harassment is specific and a serious form of harassment. This includes unwelcome physical, spoken or written sexual behaviour.
- Requests for sex
- Insults or taunts of a sexual nature
- Victimisation, threatening
- Gossip

For further information related to this subject or if you are concerned you can speak to the Optimum Choice management at any time, or

Look at the Optimum Choice Policies and Procedures – section 2.3

Legislation is extensive when discussing Bullying, Harassment and Discrimination:

- Age discrimination Act2004 (Cth)
- Australian Human Rights Commission Act 1986 (Cth)
- Disability Discrimination Act 1992 (Cth)
- NDIS (Quality Indicators) Guidelines 2018
- Racial Discrimination Act 1975 (Cth)
- Sex Discrimination Act 1984 (Cth)
- Occupational Health and Safety Act (WA) 1984

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