

	<b>DOCUMENT CONTROL</b>		
	HSE Management System	DOCUMENT #	OU-POL-007
	<b>RESPECT IN THE WORKPLACE POLICY</b>	VERSION	3.0
		Review Date:	17 <sup>th</sup> January 2024

## **RESPECT IN THE WORKPLACE POLICY**

### **Scope**

This Respect in the Workplace Policy is applicable to all Offshore Unlimited operations.

### **Commitment**

Offshore Unlimited is committed to providing a safe, flexible and respectful environment for all staff and clients free from all forms of discrimination, bullying and sexual harassment.

All Offshore Unlimited employees are required to treat others with dignity, courtesy and respect.

### **Unacceptable Workplace Conduct**

Discrimination, bullying and sexual harassment are unacceptable at Offshore Unlimited and are unlawful under the following legislation:

- Sex Discrimination Act 1984 (Cth)
- Racial Discrimination Act 1975 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Age Discrimination Act 2004 (Cth)

All staff found to have engaged in such conduct might be counselled, warned or disciplined. Severe or repeated breaches can lead to formal discipline up to and including dismissal.

### **Discrimination**

Discrimination is treating, or proposing to treat, someone unfavourably because of a personal characteristic protected by the law, such as sex, age, race or disability.

### **Bullying**

Bullying can take many forms, including jokes, teasing, nicknames, emails, pictures, text messages, social isolation or ignoring people, or unfair work practices.

Workplace bullying is a risk to work health and safety because it may affect the mental and physical health of individuals

### **Sexual Harassment**

Sexual harassment is a specific and serious form of harassment. It is unwelcome sexual behaviour, which could be expected to make a person feel offended, humiliated or intimidated.

Sexual harassment can be physical, spoken or written.

Offshore Unlimited prohibits not only unlawful discrimination, bullying and harassment, but also unprofessional and discourteous actions. Accordingly, racial, ethnic, religious, age, sexual orientation, sexual or other inappropriate remarks, slurs or jokes will not be tolerated.



Richard Fader

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