



MACPHERSONS

Workplace Harassment & Discrimination Policy

MacPhersons Resources Limited (MRP) is committed to ensuring a supportive and healthy workplace that is free from workplace harassment and discrimination, and where all employees and contractors are treated with dignity, courtesy and respect.

The *Equal Opportunity Act 1984* and the *Sex Discrimination Act 1984* make harassment and discrimination illegal. Every MRP supervisor, employee and contractor has a responsibility to maintain a workplace free from this kind of behaviour.

Workplace harassment and discrimination is unacceptable and will not be tolerated under any circumstances. Disciplinary action, and possible legal action, will be taken against any employee or contractor who breaches this policy. MRP will investigate all complaints of harassment or discrimination, and will take remedial or disciplinary action where necessary.

Harassment includes a wide range of deliberate and unintentional behaviours which may humiliate, intimidate or offend another person, and which are unwelcome and uninvited.

It includes behaviour which may be written, verbal, non-verbal or physical and is of a sexual nature, or is based on:

- ✓ Race, where race includes colour, nationality and ethnic or national origin.
- ✓ Sex, sexual orientation, lawful sexual activity or gender identity
- ✓ Marital or parental status, pregnancy or breastfeeding
- ✓ Physical features
- ✓ Impairment or disability including, for example, total or partial loss of body function or body part, mental or psychological disorder, disease, malformation or disfigurement.
- ✓ Age
- ✓ Religious belief or activity
- ✓ Status as a carer
- ✓ Membership of a trade union or other industrial employee organisation
- ✓ Political belief or activity or industrial activity or
- ✓ Personal association with someone who has, or is assumed to have, one of these personal characteristics

Discrimination occurs when someone, or a group of people, is treated less favourably than another person or group because of any of the factors listed above.

Bullying is a form of harassment and consists of repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Bullying can involve humiliation, domination, intimidation, victimization and all forms of harassment.

Harassment and discrimination have the effect of offending, humiliating or intimidating the person or people at whom it is directed, and can have long term effects on those involved.

Harassment and discrimination make the workplace environment unpleasant and sometimes even hostile. If a person is being harassed or discriminated against, their ability to work effectively is affected.

Ashok Parekh - Chairperson

Jeff Williams - Managing Director