



BULLYING, HARASSMENT AND VIOLENCE POLICY

The **State Youth Camp (Camp)**, hosted by the **Baptist Churches of NSW/ACT** is committed to providing a work environment free from bullying, harassment and occupational violence.

Bullying, violence, intimidation or harassment are not acceptable behaviours at Camp, and are not part of our work culture.

Bullying is repeated and unreasonable behaviour directed towards a worker or a group of workers, that creates a risk to health and safety. This can include deliberately changing work rosters to victimise particular employees, verbal abuse, physical abuse, advances or innuendo of a sexual basis, and ridiculing someone's work or opinions.

Anyone who experiences or witnesses bullying, violence, intimidation or harassment at Camp should report it as soon as possible.

When bullying, violence, intimidation or harassment is reported, it will be investigated without delay, in accordance with organisational policies and procedures.

Where necessary, a formal investigation will be undertaken, which may result in disciplinary action being taken which could include dismissal from service. Violence in the workplace is against the law and perpetrators will be referred to police.

Complainants and witnesses will not be victimised in any way for making a complaint or providing evidence in an investigation.

Every worker has a responsibility to comply with this Policy, and to treat everyone who works or volunteers at Camp with dignity and respect.