

Workplace harassment constitutes offensive treatment through vindictive, cruel, malicious or humiliating attempts to undermine an individual employee or groups of employees. These persistently negative attacks on personal and professional performance are typically unpredictable, irrational and often unseen. Workplace harassment is an abuse of power or position, which can cause:

- Chronic stress and anxiety;
- Loss of belief in oneself;
- Physical ill-health; and
- Mental distress

QSafe Solutions' defines Workplace Bullying and Intimidation as:

"The repeated less favourable treatment of a person by another or others in the workplace, which may be considered unreasonable and inappropriate workplace practice. It includes behaviour that intimidates, offends, degrades or humiliates a worker".

TYPES OF WORKPLACE HARASSMENT:

ORGANISATIONAL BULLYING: occurs most frequently when an organisation is subjected to sudden and extreme change, including budget cuts, reduced income, changing markets, imposed expectations, and various external pressures.

CORPORATE BULLYING: where an employer takes advantage of the weakness of the law and, perhaps, the scarcity of jobs to create difficulties for any employee who resists unreasonable demands. This may include pressuring employees to surrender previously agreed terms and conditions, and to forgo permanency in favour of short-term contracts.

CLIENT BULLYING: where employees are bullied by people they serve normally from outside of their employers business including those who are in position of authority due to the financial approvals that they have.

SERIAL BULLYING: where the source of dysfunction can be traced to one individual who scapegoats one employee after another and uses their position to shirk personal responsibility for errors made within their area of control.

Individuals who believe that they are the subject of harassment are requested to report it to their supervisor or any member of the management team. QSafe Solutions' has developed remedial procedures for dealing with those who use these undesirable behaviours within our workplace.

This Bullying and Harassment Policy is approved and issued by



Andrew Gisinger
Managing Director

QSafe Solutions
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