



## **WORKPLACE BULLYING AND HARRASSMENT POLICY**

Approved April 2026

FIVE-O-PLUS Public Radio Association Incorporated (2SNR)

## **POLICY**

Five-O- Plus Public Radio Association Incorporated (2SNR) is committed to providing a safe and equitable workplace for all workers where everyone's contribution is valued and respected. As part of this commitment, workplace behaviours such as bullying, harassment, sexual harassment and discrimination will not be tolerated.

This policy should also be read in association with the Workplace Bullying and Sexual Harassment Procedure, also revised in January 2026.

This policy refers to complaints that include:

- unwelcome and unsolicited, offensive, intimidating, humiliating or threatening behaviour.
- behaviour that targets a person based on their age, gender, race, disability, sexual orientation, religion or certain other protected attributes.

Examples of sexual harassment include, but are not limited to:

- staring or leering
- unnecessary familiarity, such as deliberately brushing up against you or unwelcome touching
- suggestive comments or jokes
- insults or taunts of a sexual nature
- intrusive questions or statements about your private life
- sending sexually explicit emails or text messages
- requests for sex or repeated unwanted requests to go out on dates
- behaviour that may also be considered an offence under criminal law, such as physical assault, indecent exposure, sexual assault, stalking or obscene communications

Behaviour that is based on mutual attraction, friendship and respect is not sexual harassment.

Management, volunteers and members are expected to model appropriate behaviour.

**Approved by committee on** 29 / 04 / 2026

**Review Date:** 29 / 04 / 2028