

BULLYING POLICY

POLICY STATEMENT

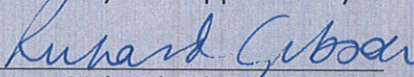
One of the supporting philosophies of *Brisbane School of Theology* is to create a people-oriented Company which has respect for each individual worker. Its intention is to maintain a safe, healthy and harmonious working environment.

Bullying is the "repeated less favourable treatment of any individual by another individual or group of others within the workplace, school, or group which may be considered unreasonable and inappropriate practice". It includes those behaviours that intimidate, offend, degrade or humiliate a fellow worker, student, volunteer or visitor.

Workplace bullying is considered an offence under the Work Health and Safety legislation as it affects the well-being of any worker, student, resident and volunteer. ***Brisbane School of Theology*** cannot and will not condone any behaviour that may be considered to be bullying.

Brisbane School of Theology has grievance and investigation procedures to deal with alleged bullying. Any reports of bullying will be treated seriously and investigated promptly, confidentially and impartially. The P.C.B.U must ensure that those who make complaints, or witness bullying, are not victimised.

Disciplinary action will be taken against anyone where bullying is proven. Discipline may involve counselling, warning and/or dismissal, depending on the circumstances.

Policy Area: Work Health & Safety	This Policy was approved by  Richard Gibson Principal	Approved: 9 September 2014 Next Review: September 2016
Version: 2.0		