

Workplace Harassment Policy

POL MMT HR 0003

Last Reviewed Gavin Maher

Next Review 4 October 2025

Modern Motor Trimmers is committed to ensuring a workplace environment that is free from harassment, bullying, victimisation and aggression.

Modern Motor Trimmers will not tolerate:

- Workplace Bullying, which is defined as repeated, unreasonable or inappropriate behaviour directed towards a person or group of persons at a workplace which impacts negatively on the wellbeing of the employee.
- Workplace Harassment is any unwelcome behaviour associated with unlawful discrimination, which offends, intimidates, degrades or humiliates, irrespective of intent. Unlawful harassment can be direct or indirect on the ground of sex, marital status or pregnancy, family responsibility or family status, sexual orientation, race, religious or political conviction, impairment, age or in certain cases, gender history. Unlawful harassment can be of a verbal, non-verbal or physical nature.
- Workplace Aggression is an action or incident, which may physically or psychologically harm another person. Aggressive behaviour is present in situations where workers and other people are threatened, verbally abused, attacked or physically assaulted at work.
- Workplace Victimisation, is where a person subjects, or threatens to subject, another person to disadvantage on the ground that the person victimised has made, or proposes to make a complaint or take other action under the Equal Opportunity legislation.
- It is the **responsibility of all employees** to ensure that they do not bully, harass, victimise or behave aggressively towards another employee or other people in the workplace. Employees must be aware that non-compliance will result in disciplinary action, which may include dismissal, as well as being subject to possible action under federal and State equal opportunity laws.

Employees who believe they are being subjected to workplace harassment, bullying, victimisation and/or aggression, should contact their manager/supervisor to have the matter resolved.

Garry Spouge

MANAGING DIRECTOR