

HARASSMENT AND BULLYING IN THE WORKPLACE

Harassment and Bullying in the workplace can be both an occupational health and safety matter and a general employment matter.

In most workplaces (particularly Councils) the employer will have written policies dealing with Harassment and Bullying in the Workplace. Additionally many of these employers will have Codes of Conduct covering expected behaviours of all employees in the organisation from top to bottom.

Harassment and bullying can occur between employees and between management representative and employees and also with contractors working with employees.

Harassment and bullying can be both verbal and or physical and can be direct or indirect.

Examples of bullying and harassment will usually be spelt out in your employer's policies to which you are entitled to request and receive a copy of such documents.

Additionally, Work Safe Western Australia produce information and guidance notes on harassment and bullying.

As such behaviour can also constitute an Occupational Health and Safety Risk you are entitled to lodge an "Incident Report" under your employers Safety Policies and Procedures. If your employer does not adequately or properly deal with your complaint then you are entitled to make a confidential complaint to Work Safe Western Australia.

Work Safe Western Australia can be contacted on either **(08) 932 8973** or on **1300 307 877** or by email on wscallcentre@commerce.wa.gov.au.