



it's not too much to ask

**Everyone needs to speak up or speak out
against unacceptable behaviour.**

The standard that you walk by - is the standard you accept.

Dignity and Respect @ Work Charter

STEP 1 – Workplace Consultation

Set up effective consultation mechanisms that have the confidence of the workers and allow for genuine consultation to occur.

STEP 2 – Training and Development

Establish an effective training program for management, supervisors, HSC & HSRs.

STEP 3 – Manage Risks

Identify issues contributing to bullying in the workplace and address risks through a risk management approach.

STEP 4 – Procedures to Deal with Reports of Bullying

Establish an effective reporting system for dealing with reports of bullying.

STEP 5 – Review and Feedback

Annually review the Workplace Dignity and Respect policy and procedure for effectiveness.