



Bullying and Harassment

Resource Development Group Limited (RDG) is committed to providing a safe and supportive environment for all people, free of harassment and bullying, and one where personal differences are respected.

RDG's goal is to eliminate cases of any person being bullied, harassed or victimised.

To achieve this goal, RDG will;

- ✓ Ensure any employee can make a report if they believe they have been subjected to harassment or bullying in the course of their employment;
- ✓ Investigate fairly, impartially and in a timely manner any instance where an employee believes they have been subjected to harassment, bullying or victimisation;
- ✓ Take all reasonable steps to ensure that harassment and bullying does not re-occur;
- ✓ Ensure all employees are treated equally by their peers and management with regards to race, colour, religion, age, gender, sexual orientation, marital status, national origin or physical/mental impairment, either actual or perceived.

Bullying is any type of behaviour directed at people that involves physical, social, verbal or psychological abuse that could put at risk the person's health, safety or welfare and that involves the misuse of power by an individual or group towards one or more persons.

Harassment occurs when someone is made to feel intimidated, insulted or humiliated because of their race, colour, national or ethnic origin, sex, disability, sexual preference, or some other characteristic specified under antidiscrimination or human rights legislation. It can also happen if someone is working in a 'hostile' or intimidating environment.

Victimisation occurs when a person is treated less favourably or harshly because they have made a complaint of discrimination, harassment or bullying. RDG will periodically review this policy to ensure that our business continues to provide a safe workplace that is not detrimental to our people's health, welfare or performance.

Andrew Ellison
Chairman

