

Bullying & Harassment Policy

Global Rail Australia understands that it has a legal duty, under Occupational Health and Safety Legislation, to provide a safe and healthy working environment for its employees, contractors, visitors, and any other persons that may be effected by its' business operations. Global Rail Australia is committed to providing a workplace environment in which all persons are treated with respect and dignity. It is the expectation of Global Rail Australia that people will conduct themselves in a manner that is consistent with this commitment.

What is Bullying & Harassment?

Workplace bullying shall be classed as repeated, unreasonable or inappropriate behaviour towards a worker, or group, which creates a risk to health and safety.

Harassment shall be classed as any unwanted physical, verbal or psychological conduct that a reasonable person would consider offensive, abusive or humiliating.

For the purpose of this Policy only, the workplace is defined as a place where Global Rail Australia conducts business, social or educational activities and includes without limitation:

- At the office or main business location
- Work assignments at other locations, including client sites
- At work related events, training or conferences
- During travel necessary to carry out work instructions
- Over the telephone, mobiles, e-mail and social media
- At social functions organised by the company

Responsibilities

Global Rail Australia shall ensure that:

- All personnel are informed and aware of this Policy
- Personnel are encouraged to report instances of bullying or harassment
- Persons reporting, or victims of, bullying & harassment are not discriminated against
- All reports of bullying & harassment are investigated and addressed in line with legislative and regulative requirements as well as internal issue resolution procedures.
- Resources and support channels are freely available to victims of bullying or harassment.

Personnel, contractors and visitors shall:

- Comply with this policy and any other policy, procedure or instruction that is necessary for the company to comply with their legal obligations
- Report any instances of bullying or harassment to themselves or others to their supervisor or manager immediately.
- Cooperate with management in any investigations regarding bullying or harassment events.

Signed on the 16th March 2016 for and on behalf of Global Rail Australia Pty.



Ivan Holloway
Managing Director