



Harassment & Bullying Policy

Wild Company Workplace Harassment and Bullying Policy.

Our Commitment

Wild Company is committed to having a work environment that is pleasant for employees to work in and is conducive to harmonious workplace relations.

Principles

This policy is intended to ensure that employees are not subjected to any workplace harassment or bullying. Harassment and bullying in the workplace affects productivity, increases absenteeism, and is also against the law. For these reasons harassment will not be tolerated at Wild Company.

Harassment is unwelcome behaviour that has the effect of offending, intimidating or humiliating the person being harassed. Workplace harassment can be based on grounds including sex, race, disability, age, pregnancy, marital status or homosexuality status.

Bullying is repeated, unreasonable or inappropriate workplace behaviour that intimidates humiliates insults and/or undermines a person or group.

Sexual Harassment is any behaviour of a sexual nature, which is unwelcome. Sexual harassment may include unwanted physical contact, e.g. touching, patting, kissing through to sexual assault and rape, verbal comments e.g. innuendo, smutty jokes, nonverbal actions such as sexually explicit material, offensive body gestures, suggestive letters, notes or small and indecent exposure.

Discrimination of any person by treating them less favourably than others. It is against the law to discriminate against people or harass them, in various areas of public life because of their race (including colour, ethno-religious background), age, sex or pregnancy, marital status, transgender, carer's responsibilities, disability or homosexuality.

The following steps should be taken if you feel you have been a victim of harassment or bullying, or a witness to any of the above behaviour at Wild Company:

- Tell the person that their behaviour is unacceptable and that it must stop.
- Report the behaviour or incident to your direct Supervisor or Project Manager.
- If the alleged perpetrator is a Manager, then report the Manager to a Wild Director or Human Resources.

All reported incidents will be dealt with in the strictest of confidentiality.

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RAY WILD
Designated Managing Director

