



Laggner Constructions

Workplace Anti-Bullying Policy

Laggner Constructions is committed to providing a safe and healthy workplace free from bullying. It is important for a productive and harmonious workplace that everyone is aware of the impact of their behaviour on others. Bullying in the workplace is inappropriate and unacceptable behaviour.

Workers are protected by this policy whether they feel bullied by a supervisor, another worker, contractor, or a member of the public.

Laggner Constructions will treat reports of workplace bullying seriously. We will respond promptly, impartially, and confidentially.

This policy will be made available to all workers including subcontractors. New workers and subcontractors will be given a copy of the policy when inducted.

Expected behaviours:

Under work health and safety laws, workers and other people at our workplace must take reasonable care that they do not adversely affect the health and safety of others.

All employees have a legal responsibility to care for their own health & safety and that of co-workers, and therefore must treat others with respect and courtesy and not engage in acts which constitute bullying behaviour. Employees found to have either committed or condoned such behaviour in the workplace will be subject to disciplinary action which may include termination of employment.

Workplace bullying is repeated, unreasonable behaviour directed toward an employee or group of employees that creates a risk to health & safety. It includes but is not limited to behaviour such as:

- Verbal Abuse
- Intimidation & threats
- Unwelcome and or dangerous practices or practical jokes
- Outbursts of anger & aggression

Bullying is taken seriously by Laggner Constructions, with reports of bullying being followed up promptly and investigated objectively and fairly.

Laggner Constructions will ensure that any person who makes a complaint, any person accused of bullying, or any witnesses are not victimised.

Procedure

- If you are being bullied, or see others being bullied at work, report the matter to your supervisor, or if this is not possible, the director.
- Supervisors must report any bullying complaint to the director.
- The director will investigate the complaint or determine who the appropriate person is to investigate the complaint.



- The investigator must be impartial & trained to conduct investigations. This person may need to be sourced from outside the organisation.
- Investigation of the complaint of bullying will commence within 5 working days of the receipt of the complaint.
- Mediation may be a consideration in resolving the bullying complaint. This form of dispute resolution is only appropriate if the person making the complaint agrees.
- If the bullying complaint is substantiated, management will take appropriate action to prevent any further bullying from occurring.

Employees will receive training in relation to this policy and procedure.

Steve Laggner		23 February 2023
Director	Signature	Date