



# Harassment Policy

---

**Acrow is committed to maintaining a workplace that harbours no form of harassment towards its employees, customers or members of the community.**

Acrow requires its employees to:

- Do everything possible to create and sustain an organisational environment that supports mutual trust and assists open participation.
- Practise the highest ethical standards with each other, with customers, government and the community.

Acrow considers all forms of harassment as unacceptable behaviour. Harassment runs counter to our aims, is unlawful and will not be tolerated. Harassment includes discrimination, bullying, victimisation, vilification or hostility with respect to age, gender, race, religion, ethnic background, nationality/social origin, disability/impairment, marital status, parental/carer status, pregnancy/potential pregnancy, breast-feeding, sexual orientation, lawful sexual activity, trans gender, irrelevant criminal or medical record, personal association, political activity or industrial activity. Harassment can take many forms including verbal and non-verbal communications such as displaying offensive material in the workplace and inappropriate internet, email and SMS messaging.

Disciplinary action, including possible dismissal, will be taken against any individual engaged in harassment. Employees are expected to make it clear that harassment is unacceptable and report any incidents of harassment to their supervisor, manager or Human Resources Manager. Any employee who reports a breach or suspected breach of this policy will not be subject to retaliation, retribution or other recriminations for reporting a breach.

Steven Boland  
Chief Executive Officer