
POLICY – Personnel 008

CIGRE Australia - Workplace anti-discrimination and harassment policy

Purpose This Policy defines CIGRE Australia’s policy on workplace discrimination and harassment and should be applied by all CIGRE Australia members in their involvement and execution of CIGRE work.

Background CIGRE Australia membership is characterised by a broad church of membership drawn from Utilities, Academia and Industry. It is appropriate that the various panels, working groups, committees and indeed the Board itself are aware of the need to provide a safe and inclusive workplace free from discrimination of any kind.

Contact for further information:

CIGRE Australia Secretariat

(07) 3310 8838

Document History

Version	Date	Summary of Changes	Approved	Review date
1.0	8 May 2019	Initial Policy	CIGRE Australia Board	July 2020
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1. Scope

This policy applies to:

- board members
- all members, including: convenors and managers; full-time, part-time or casual, temporary or permanent members; job candidates; student placements, apprentices, contractors, sub-contractors and volunteers
- how CIGRE Australia provides services and benefits to members and clients and how it interacts with other members of the industry/public
- all aspects of employment, recruitment and selection; conditions and benefits; training and promotion; task allocation; shifts; hours; leave arrangements; workload; equipment and transport
- on-site, off-site or after hours work; work-related social functions; conferences – wherever and whenever CIGRE members may be as a result of their CIGRE Australia duties
- members treatment of other members, of clients, and of other members of the public encountered in the course of their CIGRE Australia duties.
- It is noted that many members will be employed by our corporate members who will have policies of their own. Whilst on CIGRE activities all members are covered and held accountable to the CIGRE policy and where deemed appropriate, the members employer will be contacted in relation to any claim or breach.

2. Aims

CIGRE Australia is committed to providing a safe, flexible and respectful environment for members and clients free from all forms of discrimination, bullying and sexual harassment.

All CIGRE Australia members are required to treat others with dignity, courtesy and respect.

By effectively implementing our *Workplace discrimination and harassment policy* we will attract and retain committed members and create a positive environment for members.

3. Members rights and responsibilities

All members are entitled to:

- recruitment and selection decisions based on merit and not affected by irrelevant personal characteristics
- work free from discrimination, bullying and sexual harassment
- the right to raise issues or to make an enquiry or complaint in a reasonable and respectful manner without being victimised
- reasonable flexibility in working and participation arrangements, especially where needed to accommodate their family responsibilities, disability, religious beliefs or culture.

All members must:

- follow the standards of behaviour outlined in this policy
- offer support to people who experience discrimination, bullying or sexual harassment, including providing information about how to make a complaint
- avoid gossip and respect the confidentiality of complaint resolution procedures
- treat everyone with dignity, courtesy and respect.

3.1 Additional responsibilities of managers and convenors

Managers and Convenors must also:

- model appropriate standards of behaviour
- take steps to educate and make members aware of their obligations under this policy and the law
- intervene quickly and appropriately when they become aware of inappropriate behaviour
- act fairly to resolve issues and enforce workplace behavioural standards, making sure relevant parties are heard
- help members resolve complaints informally
- refer formal complaints about breaches of this policy to the appropriate complaint handling officer for investigation
- ensure members who raise an issue or make a complaint are not victimised

- ensure that recruitment decisions are based on merit and that no discriminatory requests for information are made

4. Unacceptable workplace conduct

Discrimination, bullying and sexual harassment are unacceptable at CIGRE Australia and are unlawful under the following legislation:

- *Sex Discrimination Act 1984* (Cth)
- *Racial Discrimination Act 1975* (Cth)
- *Disability Discrimination Act 1992* (Cth)
- *Age Discrimination Act 2004* (Cth)
- *Australian Human Rights Commission Act 1986* (Cth).

Members (including managers & convenors) found to have engaged in such conduct might be counselled, warned or disciplined. Severe or repeated breaches can lead to formal discipline up to and including dismissal.

4.1 Discrimination

Discrimination is treating, or proposing to treat, someone unfavourably because of a personal characteristic protected by the law, such as sex, age, race or disability.

Discrimination can occur:

Directly, when a person or group is treated less favourably than another person or group in a similar situation because of a personal characteristic protected by law (see list below).

*For example, a member is harassed and humiliated because of their race
or*

A member is refused a key role because they are 'too old'

Indirectly, when an unreasonable requirement, condition or practice is imposed that has, or is likely to have, the effect of disadvantaging people with a personal characteristic protected by law (see list below).

Protected personal characteristics under Federal discrimination law include:

- a disability, disease or injury, including work-related injury
- parental status or status as a carer, for example, because they are responsible for caring for children or other family members
- race, colour, descent, national origin, or ethnic background
- age, whether young or old, or because of age in general
- sex
- industrial activity, including being a member of an industrial organisation like a trade union or taking part in industrial activity, or deciding not to join a union
- religion
- pregnancy and breastfeeding

- sexual orientation, intersex status or gender identity, including gay, lesbian, bisexual, transsexual, transgender, queer and heterosexual
- marital status, whether married, divorced, unmarried or in a de facto relationship or same sex relationship
- political opinion
- social origin
- medical record
- an association with someone who has, or is assumed to have, one of these characteristics, such as being the parent of a child with a disability.

It is also against the law to treat someone unfavourably because you assume they have a personal characteristic or may have it at some time in the future.

4.2 Bullying

If someone is being bullied because of a personal characteristic protected by equal opportunity law, it is a form of discrimination.

Bullying can take many forms, including jokes, teasing, nicknames, emails, pictures, text messages, social isolation or ignoring people, or unfair work practices.

Under Federal law, this behaviour does not have to be repeated to be discrimination – it may be a one-off event.

Behaviours that may constitute bullying include:

- sarcasm and other forms of demeaning language
- threats, abuse or shouting
- coercion
- isolation
- inappropriate blaming
- ganging up
- constant unconstructive criticism
- deliberately withholding information or equipment that a person needs to carry out their role or participate in discussion and forums
- unreasonable refusal of requests for leave, training or other workplace benefits.

Bullying is unacceptable in CIGRE Australia and may also be against occupational health and safety law.

4.3 Sexual harassment

Sexual harassment is a specific and serious form of harassment. It is unwelcome sexual behaviour, which could be expected to make a person feel offended, humiliated or intimidated. Sexual harassment can be physical, spoken or written. It can include:

- comments about a person's private life or the way they look

- sexually suggestive behaviour, such as leering or staring
- brushing up against someone, touching, fondling or hugging
- sexually suggestive comments or jokes
- displaying offensive screen savers, photos, calendars or objects
- repeated unwanted requests to go out
- requests for sex
- sexually explicit posts on social networking sites
- insults or taunts of a sexual nature
- intrusive questions or statements about a person's private life
- sending sexually explicit emails or text messages
- inappropriate advances on social networking sites
- accessing sexually explicit internet sites
- behaviour that may also be considered to be an offence under criminal law, such as physical assault, indecent exposure, sexual assault, stalking or obscene communications.

Just because someone does not object to inappropriate behaviour in the workplace at the time, it does not mean that they are consenting to the behaviour.

Sexual harassment is covered in the workplace when it happens at work, at work-related events, between people sharing the same workplace, or between colleagues outside of work.

All members and volunteers have the same rights and responsibilities in relation to sexual harassment.

A single incident is enough to constitute sexual harassment – it doesn't have to be repeated.

All incidents of sexual harassment – no matter how large or small or who is involved – require employers, members and convenors to respond quickly and appropriately.

CIGRE Australia recognises that comments and behaviour that do not offend one person can offend another. This policy requires all members and volunteers and contractors to respect other people's limits.

4.4 Victimisation

Victimisation is subjecting or threatening to subject someone to a detriment because they have asserted their rights under equal opportunity law, made a complaint, helped someone else make a complaint, or refused to do something because it would be discrimination, sexual harassment or victimisation. Victimisation is against the law.

It is also victimisation to threaten someone (such as a witness) who may be involved in investigating an equal opportunity concern or complaint.

Victimisation is a very serious breach of this policy and is likely (depending on the severity and circumstances) to result in formal discipline against the perpetrator.

CIGRE Australia has a zero tolerance approach to victimisation.

4.5 Gossip

It is unacceptable for members at CIGRE Australia to talk with other members, colleagues or suppliers about any complaint of discrimination or harassment.

Breaching the confidentiality of a formal complaint investigation or inappropriately disclosing personal information obtained in a professional role (for example, as a manager/convenor) is a serious breach of this policy and may lead to formal discipline.

5. Merit at CIGRE Australia

All recruitment and role selection decisions at CIGRE Australia will be based on merit – the skills and abilities of the candidate as measured against the inherent requirements of the position – regardless of personal characteristics.

It is unacceptable and may be against the law to ask job or role candidates questions, or to in any other way seek information, about their personal characteristics, unless this can be shown to be directly relevant to a genuine requirement of the position.

6. Resolving issues at CIGRE Australia

CIGRE Australia strongly encourages any member who believes they have been discriminated against, bullied, sexually harassed or victimised to take appropriate action by contacting the Executive Manager in the Brisbane Office (07) 3310 8839.

Members who do not feel safe or confident to take such action may seek assistance from The CIGRE Chair for advice and support or action their behalf.

7. Other relevant CIGRE Australia policies

Members, especially convenors and supervisors, are encouraged to read this policy in conjunction with the CIGRE Australia Diversity and inclusiveness policy.

8. More information

If you have a query about this policy or need more information please contact the Executive Manager, Terry Killen (07) 3310 8838

9. Review details

This policy was adopted by CIGRE Australia on 8th May 2019

This policy was last updated on 8th May 2019

This policy was last reviewed July 2020