

EQUAL OPPORTUNITY, ANTI DISCRIMINATION & HARASSMENT POLICY

Callen Constructions is committed to fulfilling both its moral and legal responsibility under Australian Equal Opportunity legislation, to provide staff, contractors, suppliers, customers and visitors with an open friendly working environment, free from harassment and bullying, that supports and respects differences and encourages the growth and confidence of all employees.

Equal Opportunity

Callen Constructions and members of staff will not unlawfully discriminate, through business dealings or otherwise, based on:

- Gender
- Physical features
- Age
- Disabilities
- Nationality
- Marital status
- Religious beliefs
- Sexual orientation

Harassment & Workplace Bullying

Callen Constructions prohibits any form of harassment or workplace bullying by any individual i.e. staff or non-staff, at any Callen Constructions work site. Harassment and workplace bullying can encompass a wide range of forms, including (but not limited to):

- Physical, written or verbal abuse.
- Ethnic or racial insults, including derogatory jokes.
- Behaviour intending to provoke or humiliate another person.
- Offensive printed or electronic material.
- Unreasonable rudeness.
- Display of degrading photos/prints
- Systematic targeting of another person.
- Unwelcome physical contact, sexual advances, jokes of a sexual nature, suggestions, innuendoes or requests for sexual behaviour.

Callen Constructions recognises that management have the overall responsibility and will investigate every complaint in a confidential, thorough and timely manner. This Equal Opportunity, Anti-Discrimination & Harassment Policy will be reviewed every two years or when there is a change in relevant legislation.