



St. George Project Services  
*Our Team... Your Success*

## Bullying, Harassment, and Discrimination Policy

St. George Project Services does not tolerate any form of bullying, harassment, or discrimination within and outside of the workplace. Each employee of SGPS can expect to be treated in a respectful manner. SGPS will strive to prevent and eliminate any behaviour which may be interpreted as the following:

### Bullying

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.

### Harassment

Harassment involves subjecting people to unwelcome or uninvited attention that intimidates humiliates or offends them.


### Discrimination

Discrimination occurs where a person is treated less favourably because of a protected attribute, when compared with a person without the attribute in similar circumstances. It can also occur when a condition or requirement is imposed that has the effect of disadvantaging a particular group and is unreasonable in the circumstances.

Our key points to achieve this are:

- The enforcement of our bullying, harassment, and discrimination policy;
- Upskilling and training employees in the policy, including the unlawfulness of discrimination and the consequences of breaching the policy; and
- Appropriately addressing any potential breaches of the anti-discrimination policy.

**Luke St. George**  
Managing Director

 St. George Project Services <i>Our Team... Your Success</i>	St. George Project Services	IMS-P-002
	<b>Bullying, Harassment, and Discrimination Policy</b>	Version: 2
		Date: 12/02/2021

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