

What do we need to do?

We need to ensure that:

- ✓ harassment, discrimination and bullying will not be tolerated by APG
- ✓ everyone has the ability and the responsibility to prevent workplace harassment, discrimination and bullying
- ✓ all complaints shall be promptly and fairly investigated, and
- ✓ managers and supervisors have an obligation to ensure the workplace is free from harassment, discrimination and bullying.

- Harassment
- Discrimination
- Bullying

Our goal

We believe everyone should be able to come to work without fear of being harassed, discriminated against, or bullied – or victimised for identifying this type of behaviour.

Are you feeling bullied/harassed/discriminated against?

In the policy document, you'll find how to go about reporting these behaviours. You can also get in touch with the HR team if you have any questions.

What do you need to do?

The annual baking prize at the school fair is about to be announced. You ask Joey, one of the judges, who he thinks will win. "Well, it won't be your dad - we never give the prize to your type", he replies. Do you report his behaviour? A good decision now will potentially change how this is run in the future.



Making good decisions

Good decisions need to be made in the workplace too. We've put in place strict consequences for those who harass, bully or discriminate against their fellow workers. Proven breaches may result in disciplinary action including dismissal or termination of contract (if you are a contractor).

