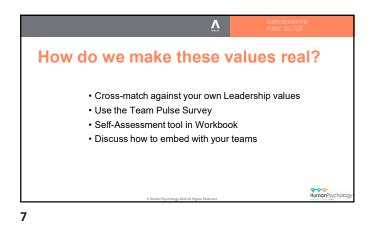


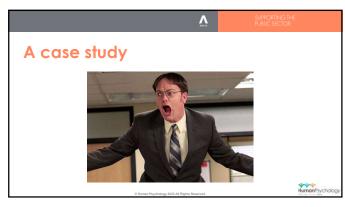
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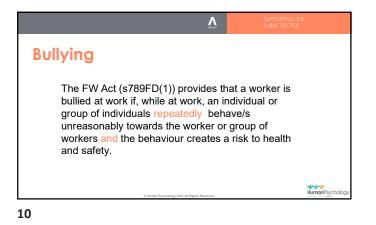


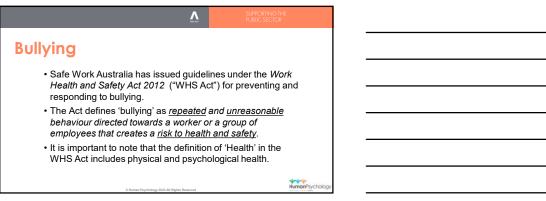


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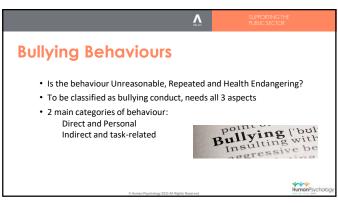


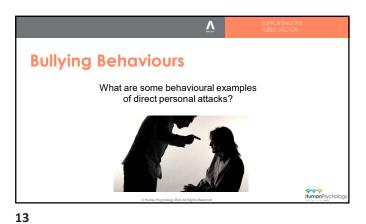
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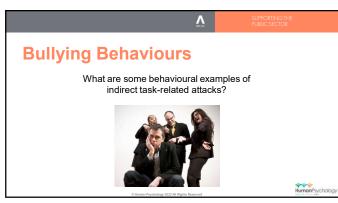


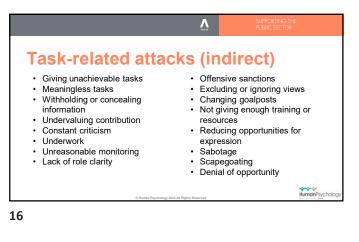


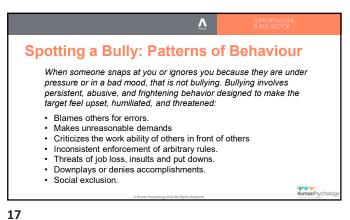






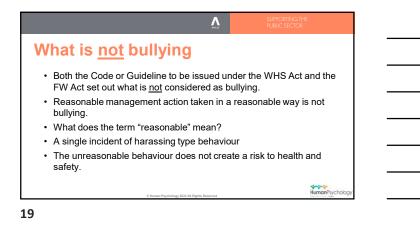








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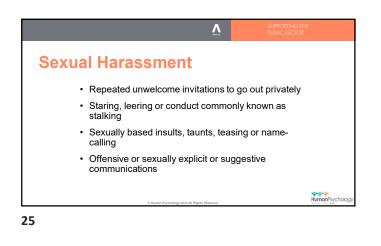
Description
 Description
 Example 2 is a constructive way
 Forming a worker about unsatisfactory work performance in an honest, fair, constructive way
 Informing a worker about inappropriate behaviour in an objective and confidential way
 Implementing organisational changes or restructuring
 Taking disciplinary action, including suspension or termination of employment
 Unreasonable behaviour that may involve unlawful discrimination or sexual harassment in isolation is not bullying

HumanPsycholog



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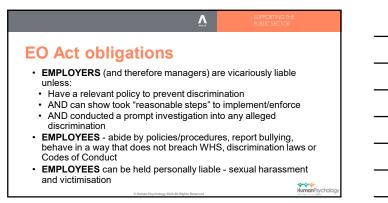
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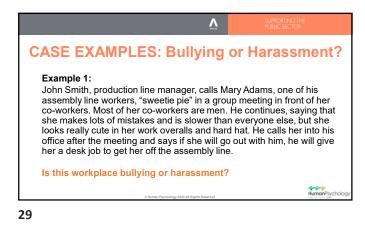
Hickinbotham case

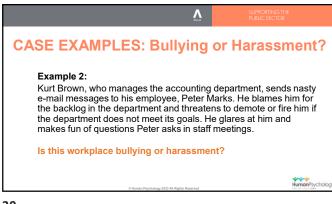
- Ms Poniatowska awarded \$466,000 + legal
- Dismissed after complaints re sexual harassment
- · Dismissed that boss kissed her on the lips
- Upheld that colleagues sent texts, emails pestering her for sex
- · Upheld that she was told to sleep with a client

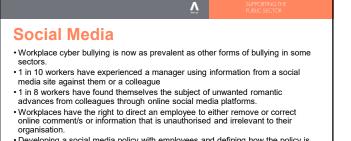


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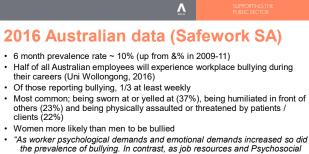
- Developing a social media policy with employees and defining how the policy is relevant to their duties is paramount to make effective use of social media.
- Monitoring compliance and on-going training is fundamental if the policy is to be reflected in the day to day behaviour of workers and the employer.

HumanPs

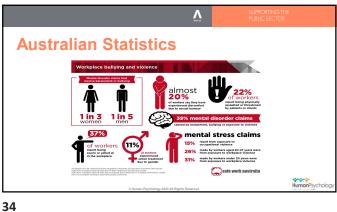
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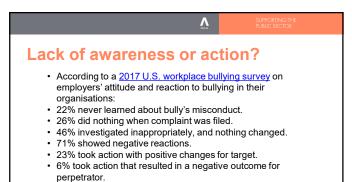
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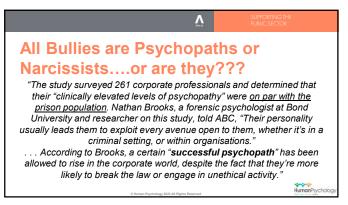
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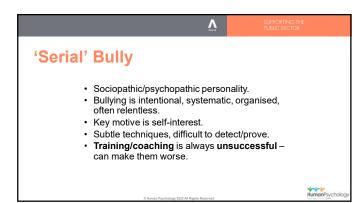




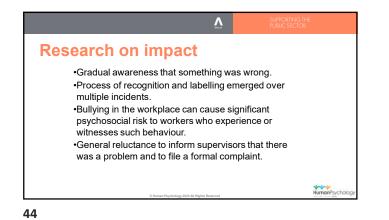




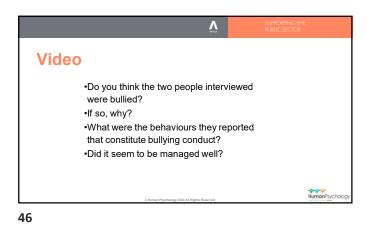


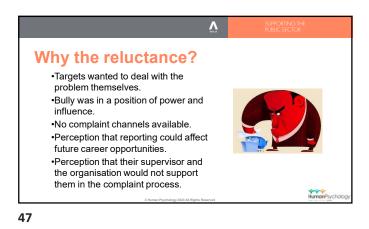




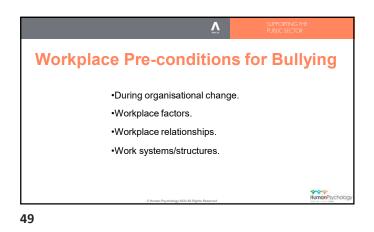


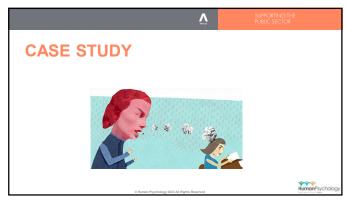


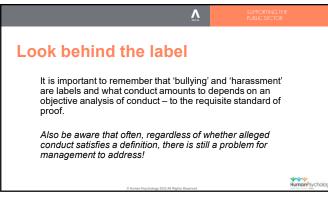


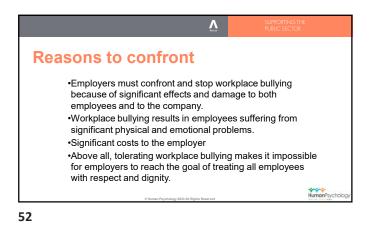






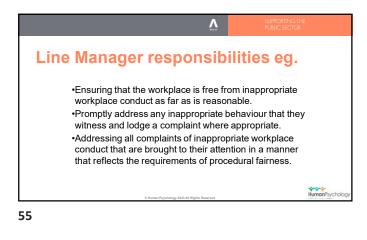


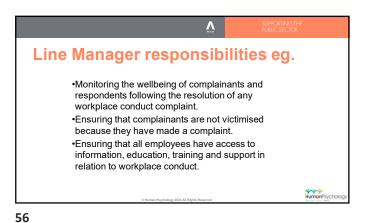


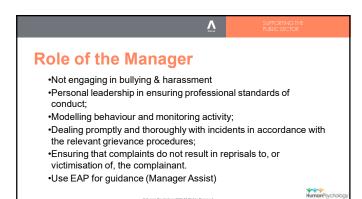


Duty of Care
 SA employers have a responsibility to ensure the health &
 welfare of their workers under the Workplace Health & Safety
 Act
 In the area of employment, employers can be held liable for the
 wrongs committed by their employees in the course of work
 This is referred to as *Vicarious Liability* Means that if an employee bullies or harasses a co-worker,
 client etc, the employer can be held legally responsible and may
 be liable for damages - as can individual managers.

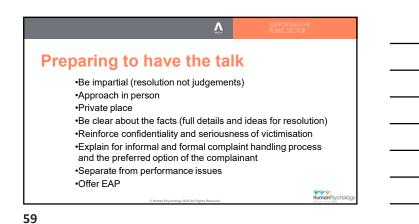


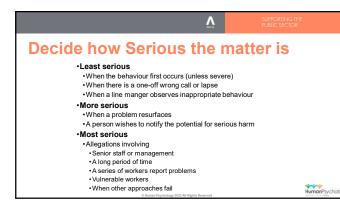


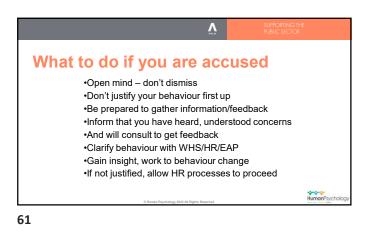




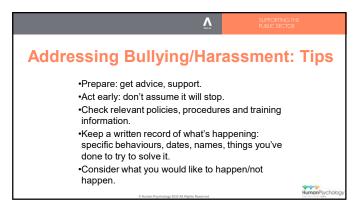
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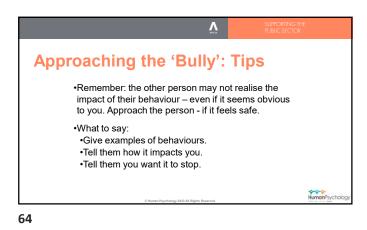






Control of the person you think is bullying / harassing you
Seek advice / information
Make a formal complaint





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A Build sector Consider the consequences of any action you take

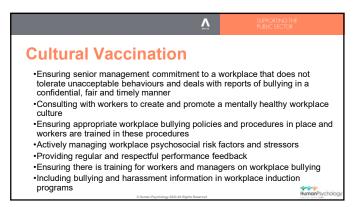
•Keep your temper and emotions in check, avoid behaving in kind

•Be mindful of your employment agreement

- •Try not rally other staff members to your side •Don't complain to people in other organisations
- Look after your health
- •Seek independent or formal help

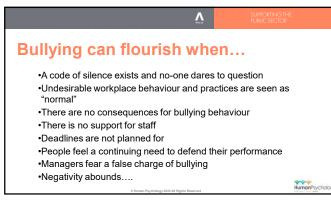
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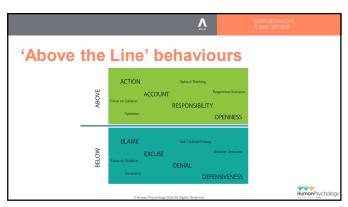
	<u>۸</u>	SUPPORTING TH PUBLIC SECTOR	E
Cultural vacci	nation		
•Build managers wh			
0			
 Be respectful and 	nagement competen	cies:	
	nmunicate existing ar	ad futuro work	
	ning to manage difficu		
	vidual within the team		
•Make your workpla			
, ,	vention policies and p	processes	
•Educate staff and	provide resources		
 Provide a designat 	ited contact person ar	nd other support	***

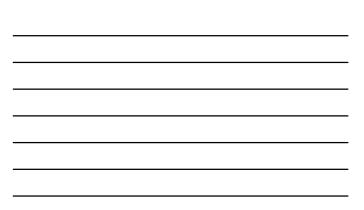


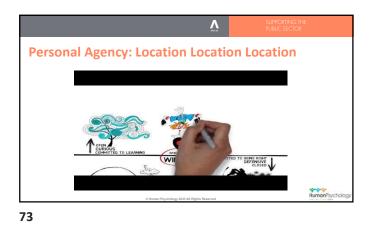


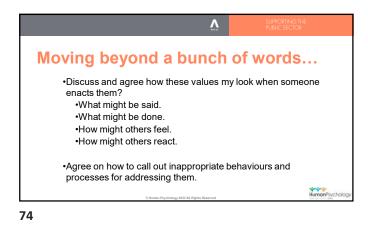












າplemei	nting Team Values
Working Together	Commitments team members make to one another. How can we work together most effectively? How do we want to be as a team?
Non- Negotiables	Absolute requirements and "givens." What are the crucial commitments we must make? On what are we unwilling to compromise? How will we address unacceptable behaviour?
Skills and Knowledge	The main / important skills and knowledge areas we require to fulfill our mission / scope and roles / responsibilities, to work effectively as a team, and to continue to learn and grow.



