



# Equal Opportunity, Non-Discrimination, Bullying & Harassment Policy

Pure Rail Pty Ltd is committed to providing a work environment in which all individuals are treated with respect and dignity. It is our intention that all Pure Rail workplaces will be free of discrimination, harassment and bullying.

Unlawful discrimination, under the federal and state legislation, occurs when an individual, or a group, is treated less favourably because of irrelevant factors or characteristics. Discrimination can occur in the form of (but not limited to) racial, descent, sex, marital status, pregnancy, sexual preference or disability and will not be tolerated within Pure Rail.

Workplace harassment is any uninvited, unwelcome behaviour that offends, humiliates, intimidates or scares another person, whether or not that effect is intended. Workplace harassment will not be tolerated, in any form, from any person at any time. Everyone in the workplace must be dedicated to preventing workplace harassment and committed to dealing openly, honestly and respectfully with all co-workers, customers and subordinates. Managers, supervisors, and workers are expected to uphold this policy, and will be held accountable for their actions or inactions in preventing harassment.

Bullying is the repeated, less favourable treatment of a person by another or others in the workplace, which may be considered unreasonable and inappropriate workplace practice and creates a risk to the health and safety of our employees. Bullying includes both physical and psychological abuse that intimidates, offends, degrades or humiliates an employee. Pure Rail are committed to providing a workplace free of bullying behaviour.

This policy is not intended to limit or constrain the reasonable exercise of management functions in the workplace such as lawful direction or disciplinary action.

Employees are encouraged to report any incidents of discrimination, workplace harassment or bullying to a Director of Pure Rail. Pure Rail management will investigate and deal with all concerns, complaints, or incidents of workplace harassment in a fair and timely manner while respecting workers' privacy as much as possible.

Nothing in this policy prevents or discourages a worker from seeking external advice. A worker also retains the right to exercise any other legal avenues that may be available.

*Authorised by:*

Kyle Devine  
Director  
Pure Rail Pty Ltd