



POLICY //

Workplace Bullying

Alder Constructions was established in 2003 and undertakes commercial building, civil and infrastructure projects. Our core company goals and objectives underpin all our policies and work procedures. These are to deliver profitable, sustainable and quality building and civil projects, in an enjoyable, family-feel environment for the well-being of all stakeholders.

Alder Constructions is committed to providing a safe and healthy work environment in which all workers are treated fairly, with dignity and respect. Bullying is a risk to the health and safety of the workplace. It is unacceptable and will not be tolerated by Alder Constructions.

This policy outlines Alder Constructions commitment to a safe workplace and is aimed at ensuring, so far as it reasonably can, that employees are not subjected to any form of bullying while at work. It also details the legal responsibilities of Alder Constructions and employees in relation to preventing bullying in the workplace.

This policy extends to all functions and places that are work related, for example, work lunches, conferences, Christmas parties and client functions. Everyone at the workplace has a legal responsibility to prevent bullying from occurring. Workplace bullying is repeated, unreasonable behaviour, directed towards a worker or a group of workers that creates a risk to health and safety. It includes both physical and psychological risks and abuse.

‘Repeated behaviour’ refers to the persistent nature of the behaviour and can refer to a range or pattern of behaviours over a period of time (for example, verbal abuse, unreasonable criticism, isolation and subsequently being denied opportunities – ie. a pattern is being established from a series of events).

‘Unreasonable behaviour’ means behaviour that a reasonable person, having regard to all the circumstances, would expect to victimise, humiliate, undermine or threaten another person. Bullying behaviours can take many different forms, from the obvious (direct) to the more subtle (indirect). Alder Constructions will take all reasonable steps to prevent bullying through a risk management process.

Alder Constructions will use the Workplace Bullying Assessment Checklist to facilitate the risk management process. This checklist has been developed to assist Alder Constructions to identify, assess, eliminate and/ or control bullying in the workplace, considering the common risk factors.

If an employee breaches this policy, they may be subject to disciplinary action. In serious cases, this may include termination of employment. All workplace participants are required to comply with this policy.

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