

# **Bullying Policy**

**Australasian Gynaecological Endoscopy & Surgery Society**

## Harassment \ Bullying Policy

AGES is committed to the provision of a safe and enjoyable environment in which members, attendees and all who are involved with the society have an individual right to be treated with dignity. As such, it is policy that no one involved with AGES should be subjected to harassment, violence or bullying.

**Harassment** is defined as uninvited, unwelcome, unreciprocated behaviour which causes another person distress, whether or not that affect is intended. Sexual harassment is unwelcome conduct of a sexual nature which causes the recipient reasonably to feel offended, humiliated or intimidated. Harassment can be isolated incidents or a series of incidents or an ongoing pattern of behaviour.

**Workplace Bullying** can be defined as the repeated less favourable treatment of a person by another or others in the workplace, which may be considered unreasonable and inappropriate workplace practice. It includes behaviour that intimidates, offends, degrades or humiliates a worker.

AGES considers any of these types of behaviour unacceptable and unsuitable. Harassment or bullying of any person is deemed unacceptable and offenders will be subject to the society's disciplinary process. Allegations of harassment or bullying should in the first instance be taken to the AGES President or AGES General Manager. Any person who makes a fraudulent or vexatious complaint on these grounds will similarly face disciplinary action.