



Discrimination, Bullying & Sexual Harassment Policy

All SP Hunters employees, contractors and volunteers have a right to work in an environment free from discrimination, bullying and sexual harassment.

Purpose

To outline our commitment to providing an environment free from discrimination, bullying and sexual harassment where all our people are treated with dignity, courtesy and respect. It is every person's right to work in a culture of mutual respect and fairness, and any deviation from that is not tolerated at SP Hunters.

Policy Elements

1. Discrimination

- SP Hunters ensures that all prospective and current employees are provided with equal and fair opportunity in terms of recruitment, promotion, transfer, training and conditions of service during the course of your employment.
- We are committed to ensuring that no employee is discriminated against. It is unlawful to discriminate, harass, victimise or vilify an individual based on a ground of discrimination.

2. Bullying

- SP Hunters Beliefs are centered on providing a safe, positive working experience for all of our people.
- It is unacceptable for a colleague or manager to behave repeatedly and unreasonably towards a person or group of people and cause a risk to health and safety in the workplace.
- Unreasonable behaviour includes victimising, humiliating, intimidating or threatening. Whether behaviour is unreasonable can depend on whether a reasonable person might see the behaviour as unreasonable in the circumstances.
- SP Hunters engages processes aligned to our Beliefs to assist a prompt and appropriate resolution of grievances and disputes.
- We support individuals involved in the grievance process, ensuring confidentiality and fairness is upheld.

3. Sexual Harassment

- Sexual harassment in the workplace is any form of sexual attention that is unwelcome. It may include an unwelcome sexual advance (which may be physical, verbal or written), request for sexual favours, or any other form of unsolicited or unwelcome sexual conduct associated with the work environment.
- Certain conduct which might be tolerated socially could constitute sexual harassment in the workplace when it is unwelcome.

Breaches

Breaches of SP Hunters Policies are treated seriously with outcomes including disciplinary action and termination of employment.

Scope

This Policy applies to all employees, contractors, and volunteers (not including volunteers of affiliates).



Mr Stan Joyce

Chairman

Papua New Guinea Hunters Rugby
Football Club Limited

Mr Jeremy Edwards

Director/Secretary

Papua New Guinea Hunters Rugby
Football Club Limited

