

Prevention of Sexual Harassment at Calvary

POSITION STATEMENT

Calvary recognises its duty of care to ensure a safe and welcoming environment for everyone. Calvary is committed to creating a workplace free of discrimination, victimisation and sexual harassment, an inclusive workplace in which everyone feels safe, valued and respected.

To ensure a workplace culture exists where our workers feel safe, valued and respected, **Calvary will not tolerate bullying, sexual harassment, and discrimination in any form.**

Calvary's Board, and National Executive Leadership Team are committed to providing a safe workplace that reflects a positive duty so far as reasonably practicable to eliminate:

- workplace sexual harassment, sex discrimination and sex-based harassment;
- conduct that amounts to subjecting a person to a hostile workplace environment on the ground of sex; and
- acts of victimisation.

In accordance with the Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Act and amendments to the Sex Discrimination Act, Calvary prioritises implementation of prevention strategies and related education which aims to ensure the safety, health and psychological wellbeing of our workforce.

All Calvary Services are dedicated to proactively preventing harmful behaviour in the workplace. Calvary will take all reports of harmful behaviour seriously and will take all reasonable steps to ensure they are managed sensitively, fairly and in confidence. We ensure that everyone affected is supported throughout the resolution process.

Actions to create safer workplaces benefit everyone. Calvary invites everyone associated with our mission, whatever their role, to stand with us against harmful behaviour. We are asked to behave respectfully ourselves and also to call out observed behaviour, which is not in line with Calvary's values and behavioural expectations.



MARTIN BOWLES AO PSM
National CEO