



The A.G. Coombs Group of Companies is committed to provide a workplace free of sexual harassment and to uphold State and Commonwealth laws pertaining to sexual harassment. It is expected that all employees will comply with this policy.


Sexual harassment includes but is not limited to the behaviours listed below.

- Making unwelcome sexual advances.
- Making any request for sexual favours.
- Making remarks or aspersions of a sexual nature relating to the other person.
- Subjecting another person to unwelcome conduct of a sexual nature, including through conversation, action, or the display of material that could be found to be sexually offensive.

As in any area of human interaction, the boundaries of what constitutes sexual harassment may vary from individual to individual. One individual may have different boundaries and for different relationships. It is the responsibility of all employees to recognise and respect the boundaries set by others.

Complaints in relation to sexual harassment will be dealt with in accordance with the A.G. Coombs Group of Companies' Disciplinary Procedure.

Sexual Harassment is a dismissible offence.

Approved:		Policy Number: 13 ref Procedure 10.1
Name	Russell F. Telford, Managing Director	Version 1.1 October 2009