

DISCRIMINATION

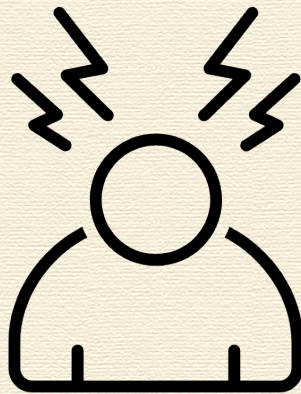
It is **unlawful** for an employer to **discriminate against an employee because of protected attributes**. It is also unlawful to refuse to hire a prospective employee based on a protected attribute.



'Protected attributes' may include, among other things, a person's **race, colour, sexual orientation, age, marital status, physical or mental disability, religion, political opinion and social origin**.

HARASSMENT

Sexual harassment in the workplace can be both **psychologically and physically harmful** to workers and can pose a **serious risk** to their health and safety.



Since December 2022, employers have a **positive obligation to eliminate workplace sexual harassment, sex discrimination and victimisation.**

This positive duty imposes a legal obligation on employers to take proactive and meaningful action to **prevent** workplace sexual harassment, **rather than only responding after it occurs.**

BULLYING

Workers have the **right to a workplace free from bullying**. Workplace bullying is a risk to health and safety. Employers must take steps to prevent it from occurring and respond quickly if it does occur.

Reasonable management action that's carried out in a reasonable way is not bullying. Management action that isn't carried out in a reasonable way **may be considered bullying**.

An employer or manager **can**:

- > Make decisions about poor performance
- > Take disciplinary action; and
- > Direct and control the way work is carried out

