

# Bullying, Discrimination & Harassment Policy

## Introduction

The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (the College; RANZCOG) is committed to providing a respectful workplace and training environment where everyone is treated equitably. The College adheres to a strict zero-tolerance policy on any incidences of bullying, harassment, and discrimination. The College will take all such allegations seriously and ensure appropriate actions are taken.

Bullying, harassment, and discrimination can adversely affect the psychological and physical health of a person but can also extend to others in the workplace or relations (such as family











- a person





## GLOSSARY

**College Staff:** all employees of the College, including volunteers and contractors

**Complainant:** the member or employee making a complaint of bullying, harassment, or discrimination

**Employee:** a person who works for the College in return for financial or other compensation. Independent contractors are classified as employees.

**Frivolous claims or complaints:** unsustainable claims that have no serious purpose or value. The implication is

**Workplace discrimination:** occurs when an employer takes an adverse action against an employee or prospective employee because of the person's race, colour, sex, sexual preference, age, physical or mental disability, marital status, family or carer's responsibilities, pregnancy, religion, political opinion or national extraction or social origin.

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