

Education and Care Services References

National Quality Standard

Quality Area 4: Staffing Arrangements		
4.2	Professionalism	Management, educators, and staff are collaborative, respectful and ethical.
4.2.1	Professional collaboration	Management, educators, and staff work with mutual respect and collaboratively, and challenge and learn from each other, recognising each other's strengths and skills.
4.2.2	Professional standards	Professional standards guide practice, interactions, and relationships.

Education and Care Services National Regulations

168	Education and care services must have policies and procedures
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Policy Statement

Our Service is committed to creating a workplace with vision and meaningful direction, adhering to our code of conduct, and practising ethical behaviour to ensure a productive work environment free from bullying, discrimination, and/or harassment. Sexual harassment has no place in our Service.

Purpose

We are committed to providing a safe and equitable workplace for all staff and educators. Bullying, discrimination, and harassment will not be tolerated under any circumstances. As part of this commitment, we aim to prevent workplace bullying by adhering to the Early Childhood Code of Ethics, Fair Work requirements, and the Service statement of philosophy, ensuring a safe workplace and the wellbeing of all staff and educators employed at the Service. This policy has been developed to ensure all educators, staff, families and visitors to our Service are clear about the standards of behaviour that is expected.

Scope

This policy applies to families, staff, educators, management, approved provider, nominated supervisor, students, volunteers and visitors of the Service.

Implementation

Everyone has a right to work in a safe and respectful workplace and not face discrimination, be bullied or harassed at work. Workplace bullying occurs when a person or group of people repeatedly behave unreasonably towards a worker or a group of workers, creating a risk to health, safety, and wellbeing.

Bullying may involve any of the following types of behaviour:

- aggressive or intimidating conduct
- making belittling or humiliating comments

- spreading malicious rumours
- teasing, practical jokes or initiation of, or participation in 'initiation ceremonies'
- exclusion from work-related events
- unreasonable work expectations
- displaying offensive material, and/or
- pressure to behave in an inappropriate manner.

Bullying does not include management action carried out in a reasonable manner including:

- making decisions about poor performance
- taking disciplinary action
- directing and controlling the way work is to be carried out.

Discrimination occurs when someone is treated less favourably than others because of a particular characteristic (such as age, disability or gender) or belong to a particular group within the population (due to, for example, religion, culture, or sexual orientation).

Harassment involves unwelcome behaviour that intimidates, offends or humiliates a person because of particular characteristics as listed above.

Positive Duty requires organisation and business to take 'reasonable and proportionate measures' to eliminate, as far as possible: discrimination on the ground of sex; sexual harassment in connection with work; sexual harassment in connection with work; conduct creating a workplace environment that is hostile on the ground of sex; related acts of victimisation.

Psychosocial Hazards refer to aspects of work-related conditions or factors that could cause potential psychological or social harm to employees. Stress, fatigue, bullying, violence, aggression, harassment and burnout can be examples of potential psychosocial hazards, which can cause harm to employees physical and mental health, negatively impacting their overall wellbeing.

Sexual Harassment includes unwelcome sexual advance, unwelcome request for sexual favours and engaging in other unwelcome conducts of sexual nature. Our Service implements a zero-tolerance approach to sexual harassment.

There are a number of anti-discrimination, equal employment workplace relations, and human rights laws which make it illegal to discriminate or harass a person in the workplace. Australia's federal anti-discrimination laws are contained in the following legislation:

- [Age Discrimination Act 2004](#)
- [Disability Discrimination Act 1992](#)
- [Racial Discrimination Act 1975](#)
- [Sex Discrimination Act 1984](#)
- [Fair Work Legislation Amendment \(Secure Jobs Better Pay\) Act 2022](#)

Our Service philosophy, Code of Conduct and the [Early Childhood Australia \(ACA\) Code of Ethics](#) will guide educator and staff behaviours and interactions and adhere to best practice by providing a vision and a purposeful and meaningful direction to ensure a safe working environment for all staff. Our Service will ensure that management, educators and staff are aware of the [Right to Disconnect](#) legislation within Fair Work Act 2009. Management will respect the time educators and staff spend away from work including during periods of leave.

The approved provider, management, and nominated supervisor will ensure:

- that obligations under the Education and Care Services National Law and National Regulations are met
- educators, staff, students, visitors and volunteers have knowledge of and adhere to this policy and are advised on how and where the policy can be accessed
- a thorough induction process for new employees is conducted at the commencement of employment
- all staff have a comprehensive understanding of the Service's Code of Conduct, Dealing with Complaints Policy and the Early Childhood Code of Ethics
- the Bullying, Discrimination and Harassment Policy, and all related policies are reviewed annually
- all staff and educators are informed that inappropriate behaviour, including bullying, sexual harassment, discrimination and harassment will not be tolerated, and will be advised of potential consequences of this behaviour
- all staff and educators are aware of the Service's Bullying, Discrimination and Harassment Policy and procedure
- inappropriate behaviour is addressed in a timely manner
- a clear process is in place regarding raising complaints and grievances related to bullying, discrimination and harassment
- complaints or grievances are treated seriously and immediate action is taken in a timely manner
- all staff and educators are aware of appropriate interactions through professional development and training
- staff and educators are aware of their job roles and responsibilities which will be clarified through job descriptions, team meetings, performance appraisals and clear management expectations
- all staff and educators are encouraged to embrace the uniqueness and diversity of their colleagues
- constructive feedback is provided to staff and educators
- communication practices are reviewed frequently to ensure best practice
- they restrict contact to staff or educators outside of working hours, unless the contact is deemed reasonable
- all staff and educators are treated equally and fairly
- meetings are documented accurately and appropriately
- an understanding and compliance with discrimination law is communicated with all employees
- the Service implements a zero-tolerance approach towards racism
- that proactive measures are taken to identify and manage psychological and psychosocial hazards and risks within the work environment through risk assessments in line with WH&S legislation.

Educators will

- be involved in decision making with a clear understanding of their roles and responsibilities, outlined in each individual position description
- embrace the uniqueness and diversity of their colleagues

- respect the skills, strengths and opinions of all educators in order to create team cohesion based on professionalism
- comply with all discrimination laws
- be responsible for their own actions in the workplace
- raise matters of concern to management at an early stage
- discuss any contact outside of working hours that they consider as unreasonable or disruptive with management
- report any incidents or bullying, discrimination or harassment, including sexual harassment they have experienced or witnessed
- provide management with specific information regarding the perceived bullying, discrimination, and/or harassment, and be prepared to have the complaint made known to the person to allow for fair management and rectification
- maintain confidentiality and not discuss or release information relating to bullying, discrimination, or harassment allegations
- follow the Service's Bullying, Discrimination and Harassment Procedure
- evaluate the effectiveness of strategies implemented to discourage and eradicate bullying, discrimination, and/or harassment
- ensure compliance with a zero tolerance of racism within the Service
- assist in identifying and reducing psychological and psychosocial hazards and risks within the work environment.

Related Policies

- Code of Conduct Policy
- Cyber Safety Policy
- Dealing with Complaints Policy
- Family Communication Policy
- Health and Safety Policy
- Interactions with Children, Family and Staff Policy
- Multi-Cultural Policy
- Privacy and Confidentiality Policy
- Respect for Children Policy
- Staffing Arrangements Policy
- Student, Volunteer and Visitor Policy
- Work Health and Safety Policy

Resources

- Australian Human Rights Commission - [Guidelines for Complying with the Positive duty under the Sex Discrimination Act 1984 \(cth\)](#)
- FairWork – [Bullying in the Workplace](#)
- [Respect@Work](#)
- Safe Work Australia – [Preventing workplace sexual harassment](#)

Policy Review

- The Service will review the Bullying, Discrimination and Harassment Policy and related documents regularly or as current information arises.
- Families are encouraged to collaborate with the Service to review the Policies and Procedures.
- Educators and staff are essential stakeholders in the policy review process and will be encouraged to be actively involved.

Policy Version

Version	Version changes
1.0	• Research and created bullying and harassment policy and procedure
2.0	• Updated the references to comply with the revised National Quality Standard
3.0	• Minor modifications made to comply with Fair Work requirements and law
4.0	• Sentences reworded/refined. • Additional information added to points. • Sources checked for currency. • Related policies alphabetised. • Unnecessary/unrelated references deleted. • Relevant sources (websites & acts) added. • Sources/references alphabetised. • Minor grammatical changes.
4.5	• Annual policy review • Legislation and sources checked and updated as required

Source Acknowledgments

- Consultation with management, educators, staff, and families
- Anti-Discrimination Act: See <https://raisingchildren.net.au/disability/disability-rights-the-law/law/anti-discrimination-laws> for Acts for specific Australian states and territories.
- Australasian Legal information institute: www.austlii.edu.au
- Australian Children's Education & Care Quality Authority. (2025). Guide to the National Quality Framework
- Australian Human Rights Commission. (2019). Reform of discrimination law: <https://www.humanrights.gov.au/>
- Australian Human Rights Commission. (2023). Sex Discrimination
- Early Childhood Australia Code of Ethics. (2016).
- Education and Care Services National Law Act 2010. (Amended 2023).
- Education and Care Services National Regulations. (Amended 2023).
- Fair Work Act 2009 (Cth).
- Fair Work Ombudsman. (2019). Bullying & Harassment: <https://www.fairwork.gov.au/employee-entitlements/bullying-and-harassment>
- Fair Work Ombudsman. (2019). Managing performance & warnings: <https://www.fairwork.gov.au/employee-entitlements/managing-performance-and-warnings>
- Fair Work Ombudsman. Right to disconnect. <https://www.fairwork.gov.au/about-us/workplace-laws/legislation-changes/closing-loopholes/right-to-disconnect>

- Fair Work Ombudsman. Sexual harassment in the workplace.
<https://www.fairwork.gov.au/employment-conditions/bullying-sexual-harassment-and-discrimination-at-work/sexual-harassment-in-the-workplace>
- Law Council of Australia. (2025). Bullying and harassment in the workplace:
<https://www.lawcouncil.asn.au/policy-agenda/advancing-the-profession/equal-opportunities-in-the-law/bullying-and-harassment-in-the-workplace>
- Safe Work Australia. (2025). Bullying: <https://www.safeworkaustralia.gov.au/safety-topic/hazards/bullying>
- Safe Work Australia. Workplace Sexual Harassment:
<https://www.safeworkaustralia.gov.au/safety-topic/hazards/workplace-sexual-harassment>
- Western Australian Legislation Education and Care Services National Law (WA) Act 2012
- Western Australian Legislation Education and Care Services National Regulations (WA) Act 2012
- Work Health and Safety Act 2011 (Cth).
- Workplace Relations Act 1996 (Cth).