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Department of Biodiversity, Conservation and Attractions

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FEELING HARASSED?

WAYS TO DEAL WITH HARASSMENT

1

SPEAK TO HARASSER

Be quietly assertive

State what behaviour upsets you

Request that it stop

SATISFACTORY
Harassment stop

UNSATISFACTORY
Seek help

2

SEEK HELP

Go to your supervisor

EEO Contact Officer (see noticeboard or EEO Co-ordinator for names)

EEO Co-ordinator

SATISFACTORY
Situation resolved

UNSATISFACTORY
Make formal complaint

3

MAKE A FORMAL COMPLAINT

Go to your supervisor

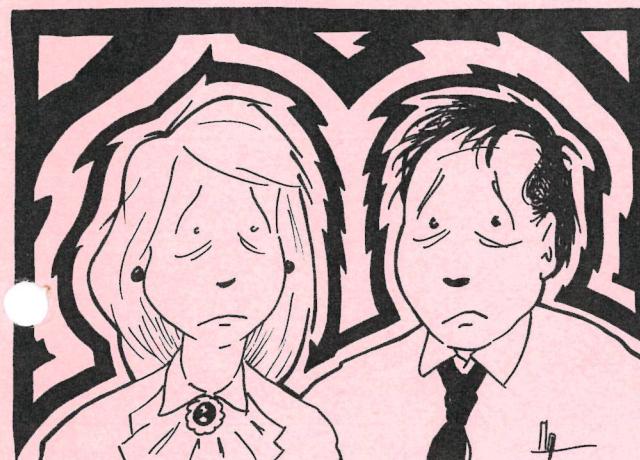
EEO Co-ordinator
Senior Management

SATISFACTORY
Situation resolved

UNSATISFACTORY
Seek help outside

Go to EEO Commission (222 8999)

Your union



Harassment of all kinds creates an unpleasant working environment and lowers productivity.



DEPARTMENT OF CONSERVATION AND
LAND MANAGEMENT

CALM is committed to providing a harassment-free working environment, consistent with its policy aimed at preventing harassment in the workplace.

CALM has also set up procedures aimed at addressing harassment issues as soon as they arise.

Harassment may be on the grounds of

race;
sex;
marital status;
pregnancy;
impairment; or
political or religious conviction.

It can take the form of verbal kidding or abuse, offensive gestures, deliberate physical contact, implied or overt promises of preferential treatment or threats about present or future employment.

If you feel you're being harassed, you should make it very clear right from the start that this behaviour offends you.

If the unwelcome behaviour continues, don't hesitate to ask for help.

All enquiries will be treated with the utmost confidentiality and need not lead to a formal complaint.

See the back of this leaflet for possible ways to deal with harassment.

CALM EEO CONTACT OFFICERS **October 1989**

CRAWLEY

Pam Sapsworth Crawley (09) 3868811

WOODVALE

Jeanette Gilmour Woodvale (09) 4055100

MURDOCH HOUSE

Leon Griffiths Metropolitan Region (09) 3640777

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Jenni Farley	Jarrahdale	(09) 5255004
Julie Adams	Kelmscott	(09) 3905977
Lyn Oakes	Dwellingup	(09) 5381001
Karen Heyman	Wanneroo	(09) 4051222

CENTRAL FOREST REGION

Shann Low	Nannup	(097) 561101
Norm Rice	Collie	(097) 341533
Susan Howell	Harvey	(097) 291104
Mick Zwart	Kirup	(097) 316232
Dave Bottrill	Bunbury	(097) 254300
Walter Montanus	Busselton	(097) 521255

WHEATBELT

Paula Deegan Narrogin (098) 811113

SOUTH COAST REGION

Terry Passmore	Albany	(098) 417133
Tom Rouse	Esperance	(090) 713733

PILBARA

Judy Napier Karratha (091) 868288

SOUTHERN FOREST REGION

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Carol Dymond	Pemberton	(097) 761107
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Grahame Norrish	Manjimup District	(097) 711988

GASCOYNE/GRENOUGH REGION

Mike Fitzgerald Geraldton (099) 215955

GOLDFIELDS REGION

Leanne Martin Kalgoorlie (090) 212677

KIMBERLEY REGION

Val Storey Kununurra (091) 680200

**MEMBERS OF THE EEO CONSULTATIVE COMMITTEE
WHO ARE ALSO EEO CONTACT OFFICERS**

Steve Grasso	(EEO Coordinator) Como	(09) 3670363
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Karen Shaddock	Murdoch House	(09) 3640777
Jan Sutton	Como	(09) 3670333
Carolyn Thomson	Crawley	(09) 3898644
George Duxbury	John Forest National Park	(09) 2988344
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Stuart Hunter	Dwellingup Workshop	(09) 5381001