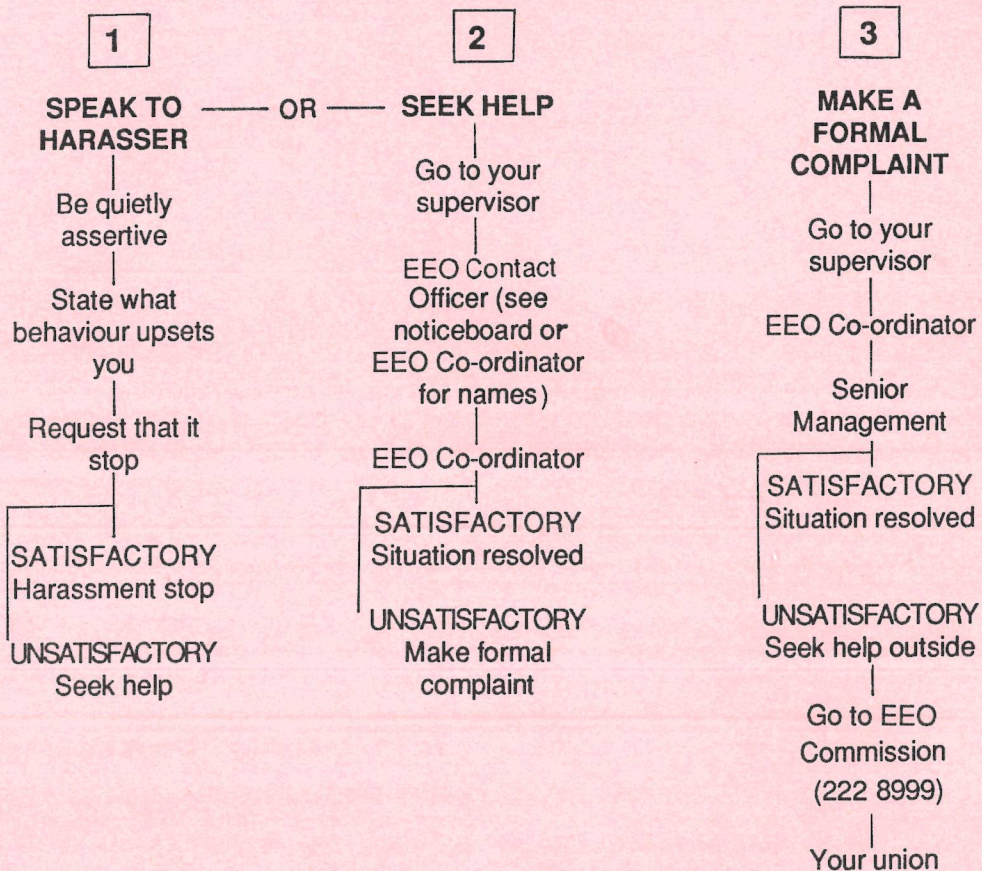


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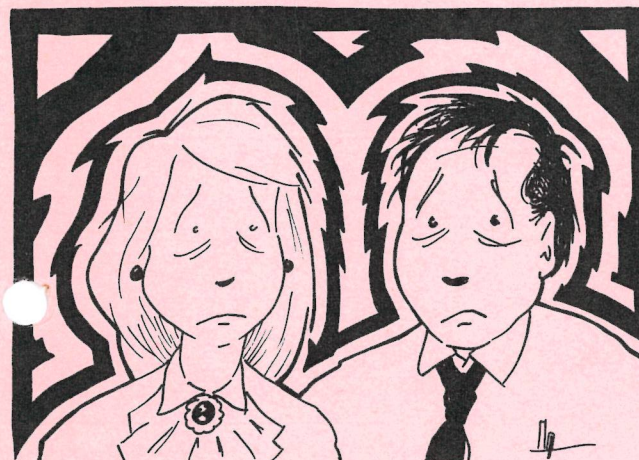
Department of Biodiversity,
Conservation and Attractions

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WAYS TO DEAL WITH HARASSMENT



FEELING HARASSED?



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.

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October 1989

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