

MRINZ Bullying, Harassment and Discrimination Policy

The Institute has a responsibility to ensure not only the physical health of workers but also their mental health. This includes doing what we can to ensure workers are not exposed to workplace bullying, harassment and discrimination. The responsibility to prevent workplace bullying, harassment and discrimination is covered in the Human Rights Act 1993. MRINZ has a duty to provide a healthy and safe working environment and safe systems of work.

Discrimination

The prohibition against discrimination and harassment is also covered by the Human Rights Act 1993, and applies to all workers and others in the Institute workplaces.

Workers also have a duty to ensure that their actions do not constitute a risk to their own health and safety or that of other people in the workplace.

Bullying

The Institute is committed to sending a clear message that bullying will not be tolerated. Bullying is repeated, unreasonable behaviour directed towards other workers member(s) that creates a risk to health and safety. Bullying may include: Verbal insults or abuse; Personal attacks, threats, intimidation or abuse of power;

Harassment

Job related harassment, such as withholding information, have responsibilities removed or being overloaded with work; and/or deliberate exclusion or isolation from workplace activities. Single incidents can also represent a risk to health and safety and will not be tolerated. Bullying may cause the loss of trained and talented workers, reduce productivity and morale, and create legal risk. All reports will be treated seriously and will be investigated promptly, confidentially and impartially.

The Institute will endeavour to follow the Worksafe New Zealand Best Practice Guidelines <https://www.worksafe.govt.nz/topic-and-industry/bullying/>

Alternatively, or additionally they can contact EAP service provider Benestar. <https://www.benestar.com/> with the token : MRINZ01

Resources:

<https://www.employment.govt.nz/resolving-problems/types-of-problems/bullying-harassment-and-discrimination/discrimination/>

[Employment Relations Act 2000.pdf](#)

[HS.004_MRINZ Occupational Safety and Health \(OSH\) Committee_V4_28Aug2023.pdf](#)

[Standard permanent employment agreement.pdf](#)

[HR.007_Employee Complaints Procedure_V1_12Aug2022.pdf](#)