

Message from the FWBC Chief Executive: State of Service employee census results – bullying and harassment

Thank you to all staff who took the time to respond to the State of the Service employee census conducted in May and June this year.

The results will be shared with you over the coming weeks and any concerns identified in the findings will be addressed by the SES and the executive leadership group.

However, I wanted to immediately address the specific and concerning results in relation to claimed incidences of harassment and bullying in our workplace. Please see the below short video I filmed today in response to this issue.

[Watch the full FWBC Chief Executive's address to staff](#)

[Read the full transcript](#)

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Bullying and Harassment in the Workplace

I recently received our agency's initial results from the State of the Service employee census conducted in May and June this year.

I have shared these results with the SES and executive leadership group and they will be speaking with you about the findings over the coming weeks.

However, I'm taking this opportunity to immediately address the specific and concerning results in relation to claimed incidences of harassment and bullying in our workplace.

In the survey, 17 of our colleagues reported that they have been the subject of harassment or bullying.

This is of great concern to me as it should be to all of us.

Also of concern is that 12 of those 17 indicated that they did not report the harassment or bullying.

As the chief executive of FWBC I, with all the senior managers, have a legislative responsibility to advocate the standards of behaviour expected of all employees. Our values include being respectful and ethical.

So let me be very clear. **Any form of harassment or bullying at FWBC is unacceptable and will not be tolerated.**

Our Bullying and Harassment policy clearly states that all managers and supervisors have a responsibility for identifying and addressing behaviour which constitutes bullying or harassment, or has the potential to do so. We must also deal seriously and sensitively with all complaints.

It troubles me that people do not feel comfortable reporting genuine cases of bullying or harassment.

Anyone who is the subject of harassment or bullying is strongly encouraged to report it to a manager or supervisor. If you do not feel comfortable to do this you can report it to the Executive Director, People Learning and Culture.

We also have a network of Harassment Contact Officers available, as well as the Employee Assistance Program.

Finally, and importantly, we all have a responsibility to be vigilant about bullying and harassment and to take action. Recently, in the very different context of a campaign designed for school kids who are the victims of cyber bullying, the nature of collective responsibility has been emphasised.

That overall message of supporting your mates and not standing by while bullying is occurring is equally applicable in our workplace.

We spend a lot of time at work with each other and we have to look after each other. When we see a colleague cross the line we can't leave it to the victim to deal with. We have to support them.

Each of us have to have the courage to speak up and say "that's not on"; whether it is in relation to:

- an inadvertent or unthinking comment or throw away line involving sexist, racist or homophobic language; or
- conduct which is more insidious.

I am personally committed to eliminating bullying and harassment at Fair Work Building & Construction. Please join me in that commitment.

For more information, refer to the Bullying and Harassment Policy on our intranet which also includes links to the Harassment Contact Officer Network and the EAP.