



Respectful Workplace Behaviours Policy Statement

The NSW Police Force has a responsibility to provide a work environment that is safe, ethical, inclusive and productive. This means bullying, discrimination, harassment, vilification and victimisation will not be tolerated.

Our commitment is to ensure that the NSW Police Force:

- Maintains a safe, ethical and productive workplace in which all employees are valued and supported;
- Attracts, develops and retains leaders who model and promote safe, ethical, inclusive and productive workplace behaviour;
- Builds a strong, adaptable and inclusive workplace in which bullying, discrimination, harassment, vilification and victimisation is not tolerated;
- Encourages a “speak up” culture in which employees feel safe to raise issues and a “listen culture” in which employees and managers are encouraged to seek out alternative views to their own;
- Uses workforce data to take a pro-active and preventative approach to understanding workplace culture and its impact on achieving organisational objectives;
- Takes appropriate action in relation to bullying, discrimination, harassment, vilification and victimisation as defined in the *Respectful Workplace Behaviours Guidelines*.

The following principles underpin this policy statement:

- Everyone is responsible for creating and maintaining a positive and supportive workplace free of harassment, discrimination, bullying, vilification and victimisation;
- All employees are respected and valued;
- Leaders value and promote diversity and inclusion;
- Behaviour that amounts to bullying, discrimination, harassment, vilification and victimisation will not be tolerated, will be taken seriously and may result in managerial or disciplinary action.

Key responsibilities:

- **Senior Executive** – Demonstrate leadership and commitment to the maintenance of a safe, ethical, inclusive and productive workplace consistent with the NSWPF *Code of Conduct and Ethics*, *Respectful Workplace Behaviours Guidelines* and this Policy Statement.
- **Commanders/Managers** – Demonstrate leadership and commitment to the communication and implementation of the *Respectful Workplace Behaviours Policy Statement* and *Respectful Workplace Behaviours Guideline* in their Command / business unit.
- **All staff** – must not engage in behaviour that amounts to bullying, discrimination, harassment, vilification or victimisation, towards other employees, students, or any other person in circumstances where the employee’s conduct could bring NSWPF into disrepute, or reflect on the employee’s suitability to be a member of the NSWPF. All employees must know and comply with the *Code of Conduct and Ethics*, *Respectful Workplace Behaviours Policy Statement* and *Respectful Workplace Behaviours Guideline*. Contractors, students and volunteers in Policing must also comply with this Policy Statement.

This Policy Statement must be read in conjunction with the *NSW Police Code of Conduct and Ethics* and the *Respectful Workplace Behaviours Guidelines*.

Michael J Fuller APM
Commissioner of Police

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