FV-18 | Bullying and Violence Policy

APPROVED BY THE COMMITTEE
Reviewed November 2026

Scope

Employees, volunteers, Committee members, contractors and conduct connected with Fishcare activities.

Purpose and definitions

Fishcare prevents bullying, aggression and violence and protects physical and psychological health. Workplace bullying is repeated unreasonable behaviour towards a worker or group that creates a health and safety risk. It may include humiliation, exclusion, abusive messages, undermining work or unreasonable workloads. A single incident may still be harmful, unlawful or a serious breach and must be addressed.

Violence and aggression include threats, intimidation, assault, stalking, throwing objects and abusive behaviour from any person, including participants or visitors. Conduct can occur in person, online, during travel or at related events. Reasonable management action carried out reasonably is not bullying; a manager's good intention alone does not make unreasonable conduct acceptable.

Prevention and responsibilities

The Committee and EO must identify psychosocial hazards, eliminate risks so far as reasonably practicable and otherwise reduce them, consulting employees and health and safety representatives where applicable. Apply the OHS Act and the Psychological Health Regulations 2025, in force from 1 December 2025. Assess role clarity, work demands, remote or isolated work, poor support, trauma exposure, harassment and third-party aggression. Review controls after incidents, changes, ineffective measures or consultation indicating a problem.

Use safe staffing and workloads, clear escalation, respectful supervision, training and partner behaviour expectations. Do not rely only on resilience training or waiting for complaints. Supervisors must act on warning signs while respecting privacy; a health condition is not evidence of blame or incapacity.

Immediate response and reporting

Move to safety, stop the activity, obtain first aid and call 000 for danger or suspected serious crime. Do not require a person to confront an aggressor, photograph an injury or complete a form before help is given. Report the concern promptly to the EO or President if the EO is involved. Anyone may contact Police or WorkSafe directly.

Preserve evidence safely and record facts. Assess WorkSafe notification and site-preservation duties for notifiable incidents. Child-related concerns also follow the Child Safe Reporting Policy; never treat alleged child abuse only as workplace conflict.

Fair response and support

Provide a safe reporting option, support person, accessible communication and proportionate interim controls. Investigate impartially, hear relevant responses and keep information restricted. Mediation is voluntary and only used where safe and appropriate. Protect everyone from retaliation; do not move or disadvantage a complainant as the default solution.

Outcomes may include redesigned work, supervision, training, restrictions, disciplinary action or ending an engagement with fair process. Offer appropriate medical, wellbeing and claims information; do not promise employee workers compensation coverage to volunteers without checking the actual insurance. Monitor safety and wellbeing afterwards and review recurring patterns. External Fair Work anti-bullying remedies depend on eligibility and may be sought without internal permission.

References and review

Reviewed November 2026.

OHS (Psychological Health) Regulations 2025 (Vic)
https://www.worksafe.vic.gov.au/psychological-health-regulations-frequently-asked-questions

Occupational Health and Safety Act 2004 (Vic): incident notification
https://www.worksafe.vic.gov.au/notifiable-incidents-under-occupational-health-and-safety-act-2004

Equal Opportunity Act 2010 (Vic): workplace rights and positive duty
https://www.humanrights.vic.gov.au/for-individuals/employment/