Appendix C – Description of Bullying and Harassment eLearning Module

Bullying, harassment and discrimination are unacceptable behaviours in CSIRO

We must be clear about what’s expected in terms of how we work together. We must look at what’s appropriate and inappropriate behaviour in accordance with our values and code of conduct and work collectively to address inappropriate behaviours when they occur so that we deal with it right there, in the moment. That’s what this e-learning course is about.

While bullying and harassment and discrimination are unacceptable, unfortunately many of us have observed it in our workplaces. We need to get smarter at recognising when it occurs, what to do if you experience it and what to do if you see it happening to someone else. Bullying, harassment and other inappropriate behaviour can have a devastating impact on an individual and those around them.

Just as we’re learning as an organisation not to walk past unsafe work conditions we now also need to learn how to recognise and take action against inappropriate behaviour. It’s vital that you don’t endure, ignore or appear to condone such behaviour.

As an organisation we’re committed to supporting you and we’re committed to responding properly in these situations. If you need assistance to raise an issue now, talk it over with your Line Manager. If you don’t feel comfortable talking it over with your Line Manager then contact your HR Manager.

Please take time to reflect upon and discuss with your colleagues the messages in this e-learning module. We’re all responsible for our own behaviour and together we build the environment in which we work.

*Screen shot from module.*