

Anti-bullying Policy

The Academy promotes a healthy culture where all persons (employees, students etc.) are able to attend in an environment free of bullying behaviour. The Academy considers workplace bullying unacceptable and will not tolerate it under any circumstances. The Academy will protect any person who reports bullying conduct from retaliation or vengeance.

The Academy defines bullying as persistent, malicious, unwelcome, severe and pervasive mistreatment whether verbal, physical or otherwise, which harms, intimidates, offends, degrades and humiliates a person or Third Party Contractor, at the Academy place and /or in the course of employment.

This Policy shall apply to all employees regardless of their status. Any employee found in violation of this Policy will be disciplined, up to and including immediate termination of contract.

The Academy encourages all employees, who witness any bullying behaviour, irrespective of reporting relationship, to immediately report this conduct to the Quality Manager.

Any reports of this type will be treated seriously, investigated promptly and impartially.

The Academy further encourages all employees to formally report any concerns of assault, battering or other bullying behaviour.