



## *Altaira's Commitment to Safe, Respectful and Inclusive Behaviour*

As health professionals, we are acutely aware of the emotional, physical, and even genetic consequences of sexual harassment and assault. The trauma of these experiences can cause profound and irreparable harm, permanently altering the lives, health, and careers of those affected.

With a global movement bringing appalling numbers of cases to light, we are reminded that even renowned and respected individuals can be the perpetrators of outrageous, predatory, and illegal acts. We are also reminded of the power of solidarity and community in confronting exploitation and injustice wherever it appears.

Altaira is dedicated to providing a safe environment in which all stakeholders can work, exercise, and be treated, without fear or threat of sexual aggression. Let me be clear:

- We will not tolerate sexual harassment, assault, or aggression in any form at Altaira.
- We will always put the safety of our workers, clients and staff first.
- We will actively support and protect any stakeholder who comes forward with information or allegations about misconduct.
- We will take any such allegations extremely seriously and respond with appropriate action.
- We will strive to prevent harm and create workplaces that are aware of and sensitive to the issues of sexual harassment and assault

These commitments are at the heart of Altaira.

For any stakeholder who has personally experienced or witnessed an incident of discrimination or sexual harassment, please contact your Return to Work Co-ordinator.

If you have experienced a sexual assault, we strongly encourage you to contact the police. After seeking help, you may choose whether or not to file a formal report.

For those in need of counselling or mental health support, experienced counsellors are available through Altaira's Employee Assistance Program 'Converge' on 1300 687 327

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Director

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