

ZERO TOLERANCE POLICY

Purpose

Our goal is to create a safe and respectful environment for employees and customers, protected and/or free from violence and abuse. This policy provides information on the rare occasions where actions of customers or members of the public are deemed inappropriate and/or pose a risk to CRISP Wireless staff.

Our Zero Tolerance approach references inappropriate behaviour of any form, whether it be at the office, at a worksite or in the field. This policy explains how we treat customers in a fair and positive way whilst managing actions that result in unreasonable demands for our services or for our staff. This policy also explains how we may change access to a service when we consider a customer's actions to be unacceptable.

Scope

In this Policy: "You", "your", and "individual" mean the customer or member of the public; and "CRISP Wireless", "we", "us", or "our" mean CRISP Wireless Pty Ltd.

This policy applies to all CRISP Wireless customers and members of the public who engage in contact with CRISP Wireless staff, including external contractors and their employees. This policy forms part of CRISP Wireless's Master Services Agreement that is completed when a customer first applies for a service connection. Upon our acceptance of your application for services, you are bound by CRISP Wireless's Policies, including this Zero Tolerance Policy.

We may rely on this Policy where an individual's behaviour or actions are:

- Not in accordance with this Policy.
- Aggressive or abusive; or
- Reasonably considered unacceptable or unreasonable.

Guiding principles

We are committed to preventing incidents of abuse, including aggression and violence. We believe that all customers and members of the public have the right to be heard, understood and respected.

We also believe our staff have the same rights and should not be subjected to violence, abuse or harassment whilst carrying out their duties. We expect all customers and members of the public to always treat our staff with courtesy and respect. We value our employees and will not tolerate any form of violent, threatening or aggressive behaviour towards them. Under our Duty of Care towards our workers, we are legally obliged to always ensure their safety.

Aggressive or abusive behaviour

We understand that some individuals who approach us may be frustrated, distressed or angry for several reasons. These factors can make it difficult for them to communicate effectively with us and for us to understand and communicate in return. However, if this leads to aggressive or abusive behaviour toward our staff, we consider this a breach of this policy.



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Examples of aggressive or abusive behaviour include:

- Hostile or threatening gestures.
- Threatening or offensive behaviour.
- Verbal abuse of either a personal or general nature by means of innuendo, raised voice or obscenities, including racist and sexist comments.
- Physical violence against a person such as hitting, kicking, seizing, pushing or punching; or
- Physical violence against an employee's personal or company property, possessions or objects.

Staff Training

Our staff are trained in how to de-escalate situations as well as to identify, respond to and report incidents of unacceptable or unreasonable behaviour, and have clear procedures for reporting such incidents to management.

CRISP Wireless staff have the right to document and report the incident, as well as to hand the information to the relevant authorities (e.g. police), if requested to do so.

Unacceptable or unreasonable behaviour

Examples of unreasonable behaviour include:

- Repeatedly demanding responses within an unreasonable timeframe.
- Insist on seeing someone or speaking to a particular staff member when that is not possible.
- Repeatedly changing the substance of a complaint or raising unrelated concerns.
- Refusing to accept final decisions and sending excessive amounts of correspondence.
- Insisting on outcomes that are unattainable or otherwise moving the goal posts or demanding your complaint or query be dealt with in a particular manner.
- Providing disorganised, excessive or irrelevant information.
- Being unwilling to specifically define the issue of complaint.
- Holding conspiracy theories unsupported by evidence; or
- Irrationally interpreting facts or laws and refusing to accept other more reasonable interpretations.

Actions we take

In the event you are aggressive or abusive, at our sole discretion, we may decide to:

- Advise you that your actions are considered offensive, unnecessary and unhelpful and kindly ask you to stop.
- End the telephone call/appointment/meeting.
- Terminate all direct contact.
- Notify the police.
- Terminate your service after providing reasonable notice of our intent to do so; and
- Take any other action that we consider appropriate, given the circumstances.

Further, in the event you are behaving unacceptably or unreasonably, we may decide to:

- Limit contact to telephone calls from you at set times on set days.
- Restrict contact to a nominated member of staff who will deal with future correspondence.
- See you by appointment only.
- Restrict contact from you to in-writing only.
- Return any documents to you or, in extreme cases, advise you that further irrelevant documents will be destroyed; and
- Take any other action that we consider appropriate, given the circumstances.



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We will always advise you which action we are taking and why (except in extreme situations where this approach is unsuitable) to provide you with the opportunity to change your behaviour before any restrictions are applied.

A written warning will be issued to you, which will:

- Identify the unacceptable behaviour.
- Explain why it is inappropriate.
- Explain the steps we have taken.
- Advise you that if this behaviour continues, restrictions will be put in place; and
- Advise you on how you can appeal the decision.
- Decisions to restrict contact will only be taken after careful consideration of the situation by a senior staff member.

How to appeal a decision

If restrictions are placed on you, you have 10 working days to appeal the decision. If you choose to appeal against the decision, we will only consider arguments relating to the restriction and not to the original issue. You must explain in writing why you wish to appeal against the decision.

As an example, circumstances for an appeal could include informing us that:

- Your actions were wrongly identified.
- Restrictions were disproportionate to the behaviour.
- Restrictions will have a negative impact on you because of personal circumstances.
- CRISP Wireless will consider the appeal and respond within 5 working days.
- We have the sole discretion to overturn or change the restrictions based on what we determine to be fair and reasonable

Help for the Vision or Hearing Impaired or from a Non-English-Speaking Background

If you require this Zero Tolerance Policy in an alternative format, please contact us via phone or email. We will make reasonable efforts to provide the information in a format that meets your needs.

The [National Relay Service \(NRS\)](#) can help you if you are Deaf or find it hard to hear or speak to hearing people on the phone.

The [Translating and Interpreting Service \(TIS National\)](#) is an interpreting service provided by the Department of Home Affairs for people with limited English skills.

