

ANTI-DISCRIMINATION & EQUAL EMPLOYMENT OPPORTUNITY POLICY

1. PURPOSE

- 1.1 [LongEmployerName] ("ShortEmployerName"), aims to provide an environment where employees and others in the workplace are treated fairly and with respect, and are free from unlawful discrimination, harassment, vilification and bullying.
- 1.2 [ShortEmployerName] aims to ensure that when employment decisions are made, they are based on merit, not on irrelevant attributes or characteristics that an individual may possess. [ShortEmployerName] also tries to create a work environment which promotes good working relationships.

2. COMMENCEMENT OF POLICY

- 2.1 This policy will commence from [CommencementDate]. It replaces all other Anti-Discrimination & Equal Employment Opportunity Policies (whether written or not).

3. APPLICATION OF POLICY

- 3.1 This Policy applies to employees, agents and contractors (including temporary contractors) of [ShortEmployerName], collectively referred to in this Policy as 'workplace participants'.
- 3.2 This Policy is not limited to the workplace or work hours. This Policy extends to all functions and places that are work related. For example, work lunches, conferences, Christmas parties and client functions. Equal Employment Opportunity (EEO) laws apply to all areas of employment, as well as the provision of goods and services.
- 3.3 This Policy does not form part of any employee's contract of employment. Nor does it form part of any other workplace participant's contract for service.

4. EEO LAWS

- 4.1 Under EEO laws, discrimination, vilification, sexual harassment, bullying and victimisation are unlawful and strictly prohibited.

5. DISCRIMINATION

- 5.1 Direct discrimination in employment occurs when a person is treated less favourably than another in their employment because of a reason or ground which is prohibited by law. The prohibited grounds of discrimination are set out in the Federal, State and Territory anti-discrimination laws and include sex, race, age etc. A full list of the grounds of discrimination which operate federally and in the State and/or Territories in which workplace participants undertake their work for [ShortEmployerName] will be relevant and are listed below.
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| • Race (including colour, nationality, descent, ethnic, ethno-religious or national origin) | • Religious belief, affiliation, conviction or activity |
| • Sex | • Marital status, domestic status, relationship status |
| • Pregnancy (including potential pregnancy) | • Homosexuality, transexuality, sexuality, sexual preference/orientation, lawful sexual activity, gender identity |
| • Carers' responsibilities, family | • Disability/impairment, including physical, |