

### 1.3 Equal Employment Opportunity and Anti-Discrimination Policy

In conforming to its Access and Equity Policy, Workforce Partners Australia has a number of policies to ensure that its employees inclusive of its apprentices and trainees are treated fairly, equitably and safely in their dealings with Workforce Partners Australia staff, hosts, educational bodies and other workers. The aim of the Equal Employment Opportunity Policy is to ensure that all employees and applicants for employment are treated according to their skills, qualifications, abilities and aptitudes, without regard to factors such as their gender, race, colour or creed.

All employees have the right to be treated equally. It is therefore the responsibility of each employee to respect the rights of their fellow employees and to support and promote the achievement of Equal Opportunity.

The Management of Workforce Partners Australia are committed to the underlying principles of Equal Employment Opportunity and Anti-Discrimination. Taking into account the requirements of the Workforce Partners Australia Access and Equity Policy, we believe that adherence to this Policy will ensure equal treatment for all applicants and employees, and will enable our Organisation to make the best use of all the skills and talents available both inside and outside the Organisation.

The Directors will be responsible for the overall co-ordination of the policy and Workforce Partners Australia staff will be responsible for its implementation and reporting. All employees are encouraged to be involved with the objectives of this program and to assist the Organisation to maintain the highest standards in the Equal Employment Opportunity Program.

Workforce Partners Australia have developed this policy to ensure that there will be no discrimination relating to the following attributes:

- Race
- Sexual Preference
- Marital Status
- National Extraction
- Pregnancy/Potential Pregnancy
- Colour
- Age
- Breast feeding
- Religion
- Trade union activity
- Sex
- Family responsibilities
- Political opinion
- Physical or mental disability
- Social origin

#### **Workforce Partners Australia Diversity and Inclusiveness Clause:**

WPA values and promotes diversity, fairness and inclusiveness in the workplace and is committed to ensuring workplace diversity and inclusiveness through establishing proactive strategies, policies and procedures. WPA aims to ensure that all employees, clients, business partners and stakeholders are

treated with respect, dignity and fairness to ensure WPA promotes inclusiveness and positive working relationships.

WPA is committed to recognising the value of diversity and inclusiveness in the workplace and ensures that work practices promote equal opportunity and are non-discriminatory.

**References:**

**Federal sex discrimination Act, Age Discrimination Act and Race Discrimination Acts.**

<https://www.humanrights.gov.au/>

**Victorian Equal Opportunity Act.** <https://www.humanrightscommission.vic.gov.au/discrimination>

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