

POL012 Equal Opportunity Policy



POLICY STATEMENT

This policy demonstrates Hiflow's commitment to promoting equal opportunity in employment and service delivery, in accordance with our principles of equity, fairness, and social justice, and in compliance with anti-discrimination laws.

We are committed to equal opportunity in employment and service delivery, including fostering gender equality throughout our recruitment, retention, and leadership development practices.

All staff are encouraged to bring their unique capabilities, approaches, experiences, and ideas, reflecting our diverse and inclusive community and world.

The Hiflow environment in which you engage should be free from fear of discrimination, harassment, or bullying, where all staff and others participating in our community are treated with dignity, courtesy, and respect. This includes ensuring fair and equitable opportunities for people of all genders to thrive and succeed in their roles.

To create the professional and supportive environment where you can excel, we prohibit all forms of unlawful discrimination, harassment (including sexual harassment), vilification, and victimisation. These behaviours will not be tolerated under any circumstances.

We strive to ensure our policies, procedures, and practices incorporate the principles of equal opportunity. They reflect:

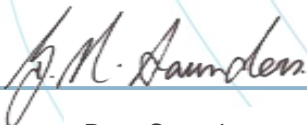
- the fair treatment of individuals without making judgments based on personal attributes, including gender, as protected under the Equal Opportunity Act;
- that all participants in our community are entitled to work in an environment free from unlawful discrimination, harassment, vilification, and victimisation.

We encourage everyone to seek advice and support if they feel they have been treated unfairly or have experienced or witnessed concerning behaviour.

We have policies and procedures for the effective resolution of complaints, including how to report concerning behaviour.

We treat any breach of our policies or procedures seriously. We encourage the reporting of concerns about non-compliance and will manage these in accordance with the applicable Enterprise Agreement, conduct rules, or contract terms.

AUTHORISED BY:

Signed: 
Brett Saunders

Position: Chief Executive Officer Date: 13/05/2024