

CARER'S NETWORK EQUAL OPPORTUNITY IN THE WORKPLACE

JULY 2020



EQUAL OPPORTUNITY IN THE WORKPLACE

The fundamental principle of anti-discrimination laws relating to employment is that all people should be managed on their ability to perform the inherent requirements of the job and not on any presumed or real attributes that an employer thinks may affect their job performance. In Victoria, the cornerstone of antidiscrimination legislation is the Equal Opportunity Act 1995, and the Occupational Health and Safety Act 2004.

The objectives of the Equal Opportunity Act 1995 are to:

- Promote recognition and acceptance of everyone's right to equality of opportunity
- Eliminate, as far as possible, discrimination against people by prohibiting discrimination on the basis of various attributes
- Eliminate as far as possible sexual harassment
- Provide redress for people who have been discriminated against or sexually harassed.

GROUNDS OF DISCRIMINATION

In Victoria, discrimination on the following grounds is unlawful:

- age; disability/impairment;
- industrial activity/inactivity;
- lawful sexual activity/sexual orientation;
- gender identity;
- marital status;
- physical features;
- political belief and/or activity;
- pregnancy; breastfeeding;
- race; religious belief and/or activity;
- status as a parent or carer;
- personal association with someone of the above attributes; and,
- irrelevant criminal conviction.

The grounds of discrimination covered by the legislation that applies in Victoria are designed to protect people from being disadvantaged on grounds that do not impact on their ability to perform in a position.

It ensures the rights of individuals to be treated on their merits and on their demonstrated abilities and experience.

PURPOSE

To provide an environment of equal opportunity within the workplace.

POLICY

Any form of discrimination is not an acceptable part of our work culture. Discrimination will be dealt with and not ignored. Anyone experiencing or witnessing discrimination is encouraged to either: