

## **DISCRIMINATION POLICY**

Essendon Complete Trade Services Pty Ltd supports and adopts the commitments to human rights of the Victorian Government expressed through the enactment of legislation which not only establishes the rights of the individual to be treated in a non-discriminatory manner, but also institutes legal mechanisms through which people who believe they have been discriminated against can seek redress.

In Victoria, the Equal Opportunity Commission administers, in addition to the Victorian Equal Opportunity Act, the following legislation on behalf of the Australian Government:

- The Commonwealth Racial Discrimination Act,
- The Commonwealth Sex Discrimination Act, and
- The Commonwealth Disability Discrimination Act.

Discrimination is not only confined to employment issues such as recruitment and termination but also extends to people's actions and words towards one another at the workplace.

Discrimination can occur over the following issues:

- Race, colour, sex, sexual preference, age, physical or mental disability, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin.

All employees have a legal and moral responsibility to treat each other fairly, and are expected to fulfill these responsibilities as a condition of employment.

Managers and / or Supervisors are obliged to treat reports of possible discrimination seriously and sympathetically, and to investigate them thoroughly.

They are also obliged to ensure that no-one is disadvantaged or victimised as a result of a discrimination complaint being made or investigated.

Established breaches of this policy will be met with disciplinary action, and may result in dismissal.

\* \* \* \* \*