

APPENDIX O – EQUAL OPPORTUNITY / ANTI-DISCRIMINATION POLICY

Management ensures that workplace is free from discrimination and harassment.

Equal employment opportunity at Diaploous is about:

- Freedom from discrimination and harassment
- Respect and diversity
- Good people management

These core elements of Diaploous equal opportunity policy recognize and value the diversity of our community, enable the attraction of the best skills from a wide talent pool and ensure that employees can realise their potential in employment with Diaploous.

The objective of equal employment opportunity policy at Diaploous is to ensure that people are treated as individuals, respected for their unique attributes and not excluded, harassed or bullied through unconscious bias, stereotypes or unlawful actions that may form the basis of discrimination, harassment, vilification or victimisation.

Everyone in the workplace has rights and responsibilities under equal opportunity and anti-discrimination legislation. Employees have a responsibility to comply with legislation and the Diaploous policy. This responsibility ensures the working environment is safe, inclusive and promotes respect for others.

Managers and principals have a responsibility to comply with legislation, monitor the work environment and encourage respect and diversity. It is also the responsibility of managers and principals to act promptly where concerns arise or complaints are made.

What is discrimination?

Discrimination is unfavourable treatment of a person in an area of public life due to one of their personal attributes for example their sex, age, race or disability.

The EO Act 2010 covers areas of both direct and indirect discrimination.

Direct discrimination is when a person treats, or proposes to treat, a person with a protected attribute unfavourably, because of that attribute. In determining whether a person directly discriminates, it is irrelevant whether or not that person is aware of the discrimination or considers the treatment to be unfavourable. It is also irrelevant whether or not the attribute is the only, or dominant reason for the unfavourable treatment, provided that it is a substantial reason.

Indirect discrimination occurs if a person imposes or proposes to impose, an unreasonable requirement, condition or practice that has, or is likely to have the effect of disadvantaging persons with a protected attribute. Whether a requirement, condition or practice (or proposed requirement, condition or practice) is reasonable depends on all relevant circumstances including:

- the nature and extent of the disadvantage resulting from the imposition, of the requirement, condition or practice;
- whether the disadvantage is proportionate to the result sought by the person who imposes, the requirement, condition or practice;
- the cost of any alternative requirement, condition or practice;
- the financial circumstances of the person imposing the requirement, condition or practice;
- Whether a reasonable adjustment or reasonable accommodation could be made to the requirement, condition or practice, to reduce the disadvantage caused to a person, including the availability of an alternative requirement, condition or practice that would achieve the result sought by the person imposing the requirement, condition or practice, but would result in less disadvantage.


How do I know discrimination has occurred?

Unlawful discrimination may have occurred where the following three elements are present:

- where there is unfavourable treatment or (potential) disadvantage of a person or group, or detriment suffered by a person or group as a result of the particular conduct or treatment;
- In an area of public life. The EO Act 2010 identifies eight areas of public life in which discrimination is unlawful, including employment, provision of goods and services whether paid or free
- Because that person or group has (or is assumed to have) a particular personal characteristic or "attribute" that is protected by the EO Act 2010.

Under the EO Act 2010 it is against the law to discriminate against a person on the basis of the following protected attributes:

- age
- employment activity
- marital status
- pregnancy
- gender identity
- parental status
- race
- career status
- physical features
- religious belief
- disability
- political belief
- sexual orientation

Date: May 2018	Position: Director	Name: K. Papaioannou	Signature: 
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