



**ELECTRICAL
CONTRACTING
PTY LTD** AU26726



**ACCREDITED
MASTER
ELECTRICIAN**

ANTI DISCRIMINATION POLICY

We are an equal opportunity employer. All workers are treated on their merits, without regard to race, age, sex, marital status or any other factor not applicable to the position. Workers are valued according to how well they perform their duties, their ability and enthusiasm to maintain company standards of service.

This policy applies to all employees and management in all stages of recruitment, selection, employment and performance appraisals.

Discrimination undermines proper working relations and may cause low morale, absenteeism and resignations. We do not tolerate any form of discrimination. We believe all workers have the right to work in an environment free of discrimination and harassment. Under Federal and State anti-discrimination laws, discrimination in employment on the following grounds is against the law:

- Sex
- Marital status
- Pregnancy
- Family responsibilities
- Breastfeeding
- Age
- Race
- Impairment
- Religion
- Trade union activity
- Criminal record
- Political belief and activity
- Social origin
- Sexual orientation; and /or
- Association with someone with an attribute above

Any reports of discrimination or harassment will be treated seriously and investigated promptly confidentially and impartially. Disciplinary action will be taken against anyone who harasses a co-worker or client.

The Business is committed to promoting Equal Employment Opportunity in all employment related activities including:

- Recruitment and selection;
- Placement and job assignments;
- Opportunities for promotion, transfer, training and other benefits;
- Decision making and resource allocation;
- Remuneration and rewards;
- Counselling or discipline; or
- Termination.

S & K Electrical Contracting Pty Ltd

Director/Partner/Principal: _____

Date: 01/07/2020

Policy Review Date: 01/07/2021