



**ELECTRICAL
CONTRACTING
PTY LTD** AU26726



**ACCREDITED
MASTER
ELECTRICIAN**

EQUAL OPPORTUNITY POLICY

We are committed to providing employment that ensure equal employment opportunities (EEO) and which are free from unlawful discriminatory practices. Our employees should be confident that they will be treated equitably according to their skills, experience, qualifications, abilities and achievements and given a fair chance to compete for career development opportunities within our business. Such employment conditions must reflect both relevant legislation and current community standards.

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

- recruitment and selection;
- placement and job assignments;
- variations to terms of work;
- opportunities for promotion, transfer, training and other benefits;
- decision making and resource allocation;
- remuneration and rewards;
- counselling or discipline; or
- termination

If you have any questions or concerns about discrimination or inequity in the workplace you should bring them to the attention of Management.

Managers and Supervisors must ensure that all employees are treated equitably and in accordance with the Equal Employment Opportunity principles. They must also ensure that people who make complaints or witnesses who may assist in investigations are not victimised in any way.

What is discrimination?

Discrimination occurs when someone is treated less favorably on the basis of an attribute listed above. Discrimination may include (but not limited to):

- Offensive 'jokes' or comments about another employee's racial or ethnic background, sex, sexual preference, age, disability or physical appearance;
- Displaying pictures or posters which are offensive or derogatory;
- Expressing negative stereotypes of particular groups, e.g. "married women shouldn't be working";
- Judging someone on their political or religious beliefs rather than their work performance;
- Using stereotypes or assumptions to guide decision-making about a person's career;
- Undermining a person's authority or work performance because you dislike one of their personal characteristics.

The policy of selection based on merit is compatible with EEO principals.

EEO is the creation of conditions that ensures that all people have an equal chance to seek and obtain employment and promotion. EOP requires that workers are selected, promoted and treated on the basis of their individual talents and capabilities compared to the requirements of the position.

All EOP legislation prohibits discrimination in employment (and other defined areas) on the grounds of sex, marital status, pregnancy, parental status, age, race, impairment, religion, political belief or activity, trade union activity, lawful sexual activity, breast feeding (goods and services area) and association with or relation to a person identified on the basis of any of the above attributes.

S & K Electrical Contracting Pty Ltd

Director/Partner/Principal: _____

A handwritten signature in black ink, appearing to be 'A. K.', is written over a horizontal line.

Date: 01/07/2020

Policy Review Date: 01/07/2021