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## Anti-discrimination policy

**Description:** This is a precedent anti-discrimination policy for use at a workplace.

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## Anti-

The Company is committed to providing every employee's right to be treated with dignity and to treat others the same way.

The Company is committed to meeting its obligations by taking all reasonable, practicable steps to provide a safe and healthy work environment and actions that may be discriminatory.

An internal grievance resolution process for all complaints will be treated confidentially and no employee will be penalised or disadvantaged as a result of making a complaint.

This policy applies to all activities, and to all employees, contractors, customers and visitors, that are undertaken in the course of employment.

Relevant and appropriate disciplinary action will be taken in accordance with the company policy.

### Discrimination

Discrimination occurs when a person is treated differently because of their person's individual characteristics or because of their association with a person who has a particular characteristic.

Discrimination on the basis of any of the following is prohibited:

- race (including colour, national or ethnic origin);
- sex (including marital status, pregnancy, childbirth and breastfeeding);
- sexuality (including sexual preference and gender identity);
- disability (including physical, psychological, intellectual and sensory);
- age;
- illness or injury;
- parental status or responsibilities;
- membership or non-membership in a trade union.

No employee is to engage in discriminatory behaviour towards any other employee, contractor, customer or visitor (including suppliers).

Discrimination can be either direct or indirect.

### What to do if you have a complaint

The Company aims to resolve all complaints as quickly as possible. The Company can only do this if employees raise their concerns as soon as possible.

The Company aims to treat all such complaints as fairly as reasonably possible.

If you think you are being unlawfully discriminated against, it will go away. If you can, you should speak to your manager or person to stop. If you do not feel that you should, you should contact your manager, Human Resources or [insert name of contact person].

Your manager, Human Resources or [insert name of contact person] will discuss any complaint or enquiry. You may be asked to provide further information.

Human Resources may also investigate complaints if necessary.

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of the complaint, it might be appropriate  
has happened, and to make a decision a

**Conduct that breaches this policy**

Conduct that breaches this policy is una  
may lead to disciplinary action, regardles

The Company shall take appropriate dis  
or engages in, any form of unlawful disc

Disciplinary action may include one or m

- demotion;
- a requirement to provide a writ
- a formal warning;
- a requirement to attend training
- dismissal.

If you have any questions in relation to th

