

Policy – Equal Employment Opportunity (EEO)

Purpose & Scope

The Academy of Entrepreneurs is committed to providing an environment that is free from discrimination. The Academy of Entrepreneurs intends to foster an environment that encourages and values diversity in the workplace. We are committed to equity in employee decisions and initiatives. This policy covers all employees.

Definitions

Discrimination - is against the law and occurs when someone or a group of people are treated less favourably than another person or group based on a particular attribute.

Unlawful Discrimination or EEO legislation – covers the following: gender/sex (including sexual harassment), pregnancy or potential pregnancy, marital status, family or carer responsibilities, breastfeeding, trade union activity, age, political opinion, sexual preference and transgender status, medical or criminal record, disability, race (including colour, descent, national or ethnic origin) or religion.

Content

EEO legislation seeks to provide fair and equal access for all employees to all employment opportunities. The aim is to ensure that men and women have equal access to opportunities and benefits.

The Academy of Entrepreneurs is committed to ensuring that all aspects of the employment relationship adhere to EEO legislation such as recruitment & selection, promotion, performance management, salary reviews, conditions of employment, discipline, training & development, management and termination of employment.

All employees are encouraged to act with integrity and treat other employees, customers and clients with respect. All decisions should be based on merit, aptitude and ability. Employees should look to foster an environment that is safe, positive and encouraging of other employees.

This policy covers the workplace but also work-related activities such as training and officially sanctioned work related functions both onsite and offsite.

Approvals & Review

Policy review date:	30/12/2017
Policy approved by title:	Academy of Entrepreneurs Pty Ltd
Policy approved by signature:	