

NOTE: For the purpose of this document the term “The Company” refers to Toowoomba Regional Group Apprenticeship Company Pty Limited, Downs Group Training and DGT.

WORKPLACE GENDER EQUALITY POLICY

To ensure gender equality in accordance with the Workplace Gender Equality Act, The Company aims to promote merit in employment, equal opportunity and the elimination of unlawful discrimination, and encourages consultation between employers and employees on matters pertaining to gender equality in the workplace.

The Merit Principle- Merit is the basis of equal employment opportunity in Australia. The merit principle aims to ensure that the best person for the job is employed. It gives all people the right to be considered for a job based on their abilities, qualifications, experience, and standard of work performance.

Objectives:

The Company aims to achieve the following objectives in relation to gender equality -

- identify and remove barriers to employment, training and promotional opportunities for both genders in the workplace
- promote awareness and understanding of gender equality in the workplace through company policies and practices
- promote the principle that employment, training and promotion should be dealt with on the basis of merit
- promote the provision of gender equality in relation to the six (6) Gender Equality Indicators (GEI)
- foster workplace consultation between employers and employees on issues concerning gender equality opportunity
- elimination of discrimination on the basis of gender particularly in relation to family and caring responsibilities for both women and men
- provide equal remuneration for women and men for work of equal or comparable value

These objectives support The Company’s commitment to comply with the Gender Equality Indicators and aims to provide a workplace free from discrimination and unacceptable behaviour.

In accordance with the Workplace Gender Equality Act requiring non-public sector employers with 100 or more staff to submit a report to the Workplace Gender Equality Agency, The Company has developed a WGE Committee who has the responsibility to

- identify, promote and make recommendations on gender equality issues as appropriate
- prepare yearly mandatory reports regarding gender equality
- develop, implement and monitor programs supporting gender equality
- develop awareness of gender equality issues and provide support and advice where appropriate.
- take joint responsibility with all employees for the day-to-day implementation of gender equality principles and procedures.

Company personnel are well placed to identify specific gender equality issues and to suggest strategies to address such. Consultation with employees (particularly target group members) and employers throughout the development and implementation of the program will contribute to a more successful program.

As an employer The Company accepts its responsibility to eliminate and ensure in accordance with the various State and Federal acts eg. Queensland Anti-Discrimination Act, NSW Anti-Discrimination Act, Disability Discrimination Act, Sex Discrimination Act and the Workplace Gender Equality Act the continued absence from within its structure of any source of direct or indirect discrimination, victimisation, sexual harassment and vilification on the basis of any gender factors not related to work or staff performance.

The Company demands all personnel must be aware of, understand, and abide to the principles of workplace gender equality and be held accountable for achieving The Company's policy objectives.

If you are not satisfied with the support and handling of any workplace gender equality issues then you may wish to contact

- Anti-Discrimination Commission Queensland at Level 20, 53 Albert Street, Brisbane, 4001 or on (07) 3239 3365 or toll free 1300 130 670
- Anti-Discrimination Board of NSW telephone on (02) 9268 5544 or Toll free Enquiries: 1800 670 812 (if you are calling from regional NSW); or
- your union who may be able to provide you with advice.

Reference

- Anti-Discrimination Act QLD
- Anti-Discrimination Act NSW
- Sex Discrimination Act (Cth)
- Workplace Gender Equality Act (Cth)
- Australian Human Rights Commission Act (Cth)
- Equal Employment Opportunity Act
- Age Discrimination Act (Cth)
- Disability Discrimination Act (Cth)
- Racial Discrimination Act (Cth)
- Office of Industrial Relations NSW

Resources/Links

- Australian Human Rights Commission PO Box 5218 Sydney NSW 2001
Ph: (02) 9284 9600 Complaints info line: 1300 656 419
- Workplace Gender Equality Agency- Level 7, 309 Kent Street, Sydney NSW 2000
Ph.: (02) 9432 7000 or 1800 730 233