



**Mining and
Automotive**
Skills Alliance

Equal Opportunity and Anti-Discrimination Policy

Version 1.2

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1. Purpose

This policy sets out the Mining and Automotive Skills Alliance (AUSMASA) position on equal opportunity, discrimination, and our commitment to providing a safe, inclusive, and respectful working environment.

2. Overview

AUSMASA's Equal Opportunity and Anti-Discrimination Policy reflects our commitment to ensure equality and reduce discrimination in the workplace.

This Equal Opportunity and Anti-Discrimination Policy is the pillar of a healthy, innovative, and productive workplace and should be considered in conjunction with the AUSMASA Diversity and Inclusion Strategy. Everyone should feel supported, included, and valued to work productively so we are invested in treating everyone with respect and consideration.

3. Audience

This policy applies to AUSMASA's:

- Board
- Advisory Committees or Panels
- Sub-committees
- Chief Executive Officer (CEO)
- Employees
- Contractors and sub-contractors

4. Policy

AUSMASA is committed to:

- using fair and equitable processes to build and maintain our team from a diverse range of talented people, based on their merit and without regard to personal attributes
- eliminating harmful behaviours such as discrimination, bullying, harassment, vilification, victimisation, and violence from our working environment
- providing training on the value of diversity within our team and communicating employees' roles and responsibilities under equal opportunity laws and this policy
- providing processes and procedures to facilitate the resolution of grievances regarding disrespectful or harmful behaviours by employees and reviewing those processes regularly
- providing flexible work options to accommodate lifestyle diversity and encourage the health benefits of achieving an effective work-life balance according to the AUSMASA Diversity and Inclusion Strategy
- providing regular training to educate employees about the value of diversity and AUSMASA's expectation that all employees demonstrate respect and fairness towards each other at all times and work to avoid any conscious or unconscious discriminatory behaviour

- complying with all laws regarding equal employment opportunity, anti-discrimination, and diversity
- Provide a working environment that ensures all AUSMASA personnel enjoy equal opportunity without any barriers due to their differences.

4.1. Responsibilities

There is an expectation to support AUSMASA's commitments as set out in this policy by:

- aligning behaviour to be consistent with these commitments
- implementing this policy across all AUSMASA's activities
- providing opportunities to team members to undertake training to improve behaviour in regards to these commitments
- personally seeking out training to improve behaviours to align with this policy
- ensuring managers support and promote this policy along with the expectations of the Diversity and Inclusion Strategy through active management of their teams
- ensuring any subcontractors and recruitment agencies are aware of this policy and that their behaviours do not contradict these commitments
- reporting any instances of behaviours inconsistent with these commitments or with any other aspect of this policy.

4.2. Failure to comply

Employees who do not comply with this policy will face disciplinary action, which may include counselling, formal warnings, dismissal, and possible legal action if required by law. All AUSMASA Personnel are responsible for reporting any breaches of this policy either to their manager, the CEO, or via other reporting lines provided under the AUSMASA Whistleblower Policy.

5. Document History and Contact Details

Version

Number	1
Version	1.2
Implementation date	28 June 2022
Review date(s)	30 January 2024
Next review date	30 January 2027

Revision History

Revision date	Summary of amendments	Prepared by	Version
June 2023	Name and branding update. Audience amendment	Manager Organisational Development	1.1
January 2024	Amend the language to align with new branding, include references to new Diversity and Inclusion Strategy. New name amended for clarity. Remove specific responsibilities of	Compliance Officer	1.2

	CEO and board, broadening the responsibilities to all.		
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Contact details

Owner	AUSMASA Board
Contact officer	General Manager Operations, Kristian.rough@ausmasa.org.au