



Intimate Knowledge - Invaluable Partners

WELCOME TO SLADE GROUP ***Equality and Harassment Policy***

It is Slade Group policy that all on-hired employees and contractors are entitled to be treated on the basis of their true abilities and merit, and to work in an environment, which is free of discrimination and harassment.

Slade Group is committed to achieving Equal Employment Opportunity as a means of increasing the effectiveness of the company and recognising the true potential of employees, contractors and job applicants.

Discrimination

Discrimination in employment, and in the supply of goods and services is unlawful under Commonwealth and State Legislation. There shall be no discrimination on the following grounds:

- Age
- Industrial Activity
- Marital, parental or carer status
- Political belief or activity
- Race
- Sex
- Criminal record
- Disability
- Lawful sexual activity
- Physical features
- Pregnancy
- Religious belief or activity
- Personal association
- Sexual harassment

DEFINITION OF HARASSMENT

Harassment involves any unwelcome or offensive behaviour or conduct which has no legitimate workplace function and which intimates, humiliates or offends another person(s).

Harassment may take many overt or subtle forms and can involve verbal, written, visual or physical behaviours or conduct.

SEXUAL HARASSMENT

Harassment of employees either by their co-workers or by their supervisors at work is not permitted at Slade Group.

Legislation specifically prohibits Sexual Harassment and unequal treatment of racial and ethnic employees in the work place. It is Slade Group's Policy to ensure that neither sexual harassment or racial or ethnic harassment occurs.

Generally, sexual harassment could include the following unwelcome conduct:

- Gender based jokes
- Touching or unnecessary familiarity
- Attempts at overt sexual connection with an employee
- Gender based insults or taunting
- Propositions

For the purposes of this Policy, managers and other supervisors of staff are required to ensure that all employees are treated fairly and equitably and are not subject to harassment.



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It is against the law to sexually harass:

- Job applicants
- Contract workers
- Employees
- On-hired employees

Sexual harassment includes an unwelcome sexual advance, request for sexual favours, or any other unwelcome conduct of a sexual nature. It is behaviour of a sexual nature that is unwelcome, unsolicited and unreciprocated.

NON COMPLIANCE

These strict policies are necessary to avoid the serious ramifications of harassment and/or discrimination, which can include serious legal consequences.

Non-compliance with this policy will be treated as a serious disciplinary matter and may result in termination of employment following an investigation of the circumstances surrounding such non-compliance.

Any employees, contractors or visitors to Slade Group workplaces or the workplaces of clients of Slade Group where such employees or contractors are working are required to notify Slade Group EEO contact person of any claims of discrimination or sexual harassment. All complaints and claims will be investigated in accordance with Slade Group complaints Resolution Procedure. A copy of this procedure can be obtained by contacting Slade Group Management or the EEO Contact person.