

What do we need to do?

The Diversity and Inclusion (D&I) Centre of Excellence (CoE) is responsible for the development and implementation of the enterprise D&I strategy. The strategy supports the implementation of Australia Post's D&I Policy and outlines the objectives and key initiatives to promote equal opportunity in employment and to ensure that disadvantage and barriers are removed or minimised.

We support a range of diversity programs and initiatives, including but not limited to:

- ✓ Women
- ✓ Aboriginal and Torres Strait Islander Australians

- ✓ People from Culturally and Linguistically Diverse backgrounds (CALD)
- ✓ People with a disability, and
- ✓ Lesbian, Gay, Bi-Sexual, Trans and Intersex (LGBTI) people.

Australia Post may expand the designated D&I groups listed above or seek to support other D&I initiatives from time to time. Visit the policy for further information on long term programs for the above groups.

Our goal

We believe that everyone should be able to come to work without fear of being discriminated against and with equal work opportunities irrelevant of factors such as race, gender, disability or cultural background.

Do you need support?

The D&I policy and information on initiatives to support diversity programs at Australia Post can be found on the Corporate intranet site.

What do you need to do?

"I know you want to and I'd ask you to join in the game... but... well, you're not the right gender, are you? Best if you just sit there and watch."

Would you say this to your partner?

It's the same at work - you've got to treat your colleagues equally and with respect. You are responsible for ensuring discrimination does not occur during every day work activities.

Proven breaches may result in disciplinary action including dismissal or termination of a contract (if you are a contractor). Appropriate action will be taken for breaches involving licensees or franchisees.

