

EQUAL EMPLOYMENT OPPORTUNITY

POLICY

Fernwood Womens Health Clubs Group does NOT condone, and will NOT tolerate, any form of discrimination, harassment or bullying and has a firm commitment to Equal Opportunity principles.

All Managers, Franchisees and employees shall comply with all relevant legislation in these areas.

This policy has been formulated so that:

- All employees can be reassured that Management is concerned with their welfare
- All employees are aware of the definition of Discrimination, Harassment and Bullying
- All employees are informed on remedial action they may take
- All employees are informed of their responsibilities to prevent Discrimination, Harassment and Bullying
- Any legal consequences of allowing Discrimination, Harassment or Bullying to occur, and continue, are clearly spelt out

In support of this policy, it is the responsibility of Club Managers and Franchise Owners of Fernwood Womens Health Clubs to implement Equal Opportunity and Diversity policies in their workplaces, and take a leading role in developing a culture that respects and treats all employees equally.

DISCRIMINATION

Under the Human Rights and Equal Employment Opportunity Act 1995 and other various state legislation, it is unlawful to discriminate on the basis of:

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| - Age | - Pregnancy |
| - Disability | - Race |
| - Industrial activity | - Religious belief or activity |
| - Lawful sexual activity | - Personal association with a person who is identified with reference to any of the above attributes |
| - Marital, parental, or career status | - To sexually harass one another |
| - Physical features | - To victimise another |
| - Political beliefs or activity | |

Discrimination occurs where a person treats another person with one of the above attributes less favorably than a person who does not have that attribute in an area of public life covered by the Act. Discrimination may be based on the presumption that a person has or had an attribute, or upon the actual knowledge that a person has or had an attribute. Discrimination can be Direct or Indirect:

Direct Discrimination: is treating or proposing to treat less favorably on the basis of one of the above attributes, regardless of the motive and whether they are aware of the discrimination or consider the treatment less favorable.

Indirect Discrimination: is unreasonably imposing or proposing to impose a requirement, condition or practice that can only be complied with by a higher proportion of people without that attribute. Indirect Discrimination can occur when a requirement, condition or practice that appears to be neutral, has in fact a disproportionately negative impact on a particular group.

It is unlawful to discriminate on the above basis in the areas of:

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| - Advertising for employment | - Terms and conditions of employment |
| - Application forms applicants are required to complete | - Rostering |
| - The interview process | - Opportunities for training |
| - Pre-employment medical testing | - Disability access |
| - The selection process | - Opportunities for promotion |
| - Advice to unsuccessful candidates | - Termination of employment |
| | - Accommodation |
| | - Provision or receipt of goods and services |

You must treat all members and employees fairly, irrespective of their age, disability, etc and provide them with goods and services just as you would anyone else.

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EMPLOYMENT

- Management will endeavour to choose the most appropriate candidate to do the job based on merit. That is, the extent of which the applicant has abilities, aptitude, skills, qualifications, knowledge, experience, characteristics and personal qualities relevant to carrying out the duties in question
- Management will ensure terms and conditions of employment are free from discrimination. This includes ensuring that staff are not subjected to harassment through verbal or physical behavior based on their age, pregnancy, race, religion, physical or mental impairment that has the effect of demeaning, offending, humiliating or intimidating them.

PROVISION OF GOODS & SERVICES

Management advise it is against the law to discriminate on the basis of one of the attributes by denying a person goods or services, in supplying a person goods and services on less favourable terms than to someone without that attribute, or by subjecting a person to any other detriment in connection with the provision of goods and services.

All employees are advised to accept and serve customers in a nondiscriminatory manner.