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Diversity and Culture in the Australian Workplace

Background on Age and Cultural Diversity

	Age Diversity	Cultural Diversity
Description	Age groups	Countries of Origin
Example	Older staff members working alongside students or younger staff	International and Australian staff / students
Challenges	Communication and Technology	Language and Cultural Barriers

Similarities: Environment, Goals and Values - Offering and receiving quality education

Impact and The Australian Industrial Relations Laws

Positive Impact of Diversity:

Age	Culture
Maturity: experience, knowledge and wisdom	International: perspectives and exploring opportunities
Youth: enthusiasm, creativity and innovation	Local: knowledge and understanding of Australian culture and processes

All individuals must be treated fairly and have equal opportunities: [Age Discrimination Act \(ADA\) 2004](#) and [Racial Discrimination Act \(RDA\) 1975](#)

Strategies to Respond to Diversity Issues

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Communication is key

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Age	Culture
Documentation on technologies	Raise Cultural Awareness such as

Comparison with **Vietnamese** practices:

- Vietnam: **Respect for Elders** and workplace **Hierarchy**.
- Australia: **Equality** and **Inclusivity**.

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Legislative Requirements

Both **Age** and **Racial Discrimination Acts** aim to provide **equal employment opportunities (EEO)**, making it unlawful to, based on age or cultural background:

- Hire, fire, or treat someone unfairly
- Harass or bully someone
- Deny or limit access to services, resources or benefits

Fair Work Act 2009 provides safety net of **minimum entitlements** and **fairness at work**, covering unfair dismissal, bullying and general protections.