



Anti-discrimination and EEO Policy

Red Opal Innovations

Version 1

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Introduction

Red Opal Innovations is committed to promoting a positive work environment that supports positive work relationships and protects the rights of its employees allowing them to achieve their full potential in an environment that values and affirms diversity and is free from discrimination.

Purpose

The purpose of this policy is to:

- promote a culture and environment conducive to the appointment of well qualified employees so that there is equal employment opportunity and diversity to maximise the achievement of our goals
- set out the company's policy with regard to anti-discrimination and responses to discriminatory behaviour
- set out the company's policy with regard to equal employment opportunity (EEO); and anti-discrimination.

Scope

This policy applies to all employees, contractors and potential employees.

Policy

ROI's management will apply the principles of EEO to all employment related decisions and treat all employees fairly and equitably with regard to individual circumstances or attributes including, but not limited to:

- age
- race or social origin
- sex
- gender identity
- ethno-religious background
- nationality, citizenship or immigrant status
- religion
- pregnancy or breastfeeding
- marital or relationship status
- family or carer responsibilities
- disability (physical, intellectual, psychiatric)
- HIV/AIDS status
- sexual orientation
- transgender or intersex identity
- union membership, industrial history, political affiliation or opinion.

EEO will be applied, but is not limited, to:

- recruitment and selection
- promotion or allocation of temporary higher duties
- decisions on flexible work conditions such as working hours.

ROI will not allow any form of direct or indirect discrimination in its workplace, including:

- harassment and bullying
- vilification
- victimisation.

Responsibilities

Director, W. Opal

Manager Human Resources, A. Corgen

Definitions

Term	Meaning
Harassment and bullying	Any form of repeated behaviour that is not wanted, not asked for, and that humiliates, offends or intimidates an individual or group of people.
Vilification	Any public act that is likely to incite hatred, serious contempt or severe ridicule for a person or a group of people because of perceived differences.
Victimisation	When someone is treated unfairly because they have made, or helped someone else make, a complaint about discrimination.

Documentation information and review

Approval history

No.	Effective	Approved by	Release
1	1 June 2019	W. Opal Manager	Initial release

This policy document will be reviewed at least every three years.