



## **BKM Australia**

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## **EQUAL OPPORTUNITY & ANTI-DISCRIMINATION POLICY**

BKM Australia is committed to the principles of Equal Opportunity and supports the creation of such working conditions to ensure that all Employees, Contractors, Sub-Contractors and Suppliers have an equal chance to seek and obtain employment, engagement, advancement, promotion, training, and other benefits of working for and with BKM Australia.

Our commitment to supporting these values is reflected in the fact that we are family orientated and our staff, contractors, sub-contractors, and suppliers are comprised of individuals from varied backgrounds, groups and communities which may include LGBTI, Aboriginal, disability, religious and culturally and linguistically diverse.

BKM Australia is an equal opportunity employer of Employees, Contractors, Sub-Contractors and Suppliers.

In our recruitment and services engagement process, we practice affirmative action and encourage applications from individuals and businesses who may identify as Aboriginal & Torres Strait Islander, Gender and/or sexuality diverse, Culturally and Linguistically Diverse, Religious, disabled and single parents.

Employees, Contractors, Sub-Contractors and Suppliers are valued and respected as fellow human beings regardless of age, sex, faith, race, marital status, and/or any other factors not applicable for conducting professional duties and maintaining the expected standards of service.

BKM Australia does not tolerate any form of discrimination.

All Employees, Contractors & Sub-Contractors have the right to work in an environment free of discrimination and harassment.

Any reports of discrimination or harassment will be treated seriously and investigated promptly, confidentially, and impartially.

Under Federal and State anti-discrimination laws, discrimination against Employees, Contractors, Sub-Contractors, Suppliers or Clients on the following grounds is against the law:

- sex,
- relationship or parental status,
- race,
- religious belief or activity,
- political belief or activity,
- impairment,
- trade union activity,
- lawful sexual activity,
- pregnancy,

- breastfeeding needs,
- family responsibilities,
- gender identity,
- sexuality,
- age,
- disability.

It's also against the law to treat an Employee, Contractor, Sub-Contractor, Supplier or Client unfairly because they are linked to someone from one of these groups.

Unlawful discrimination occurs when someone is treated less favorably because of one of their personal characteristics listed in the legislation.

Discrimination includes, but not limited to:

- Offensive "jokes" or comments about another team member's racial or ethnic background, sex, sexual preference, age, disability, or physical appearance.
- Display of pictures, computer graphics or posters which are offensive or derogatory, or incite hatred or hate speech.
- Wearing items of clothing, and or badges with slogans which are offensive or derogatory or incite hatred or hate speech.
- Remarks in the media or social media that incite hatred of others because of race, religion, sex, sexual preference, age, disability, or physical appearance.
- Expressing negative stereotypes of groups.
- Judging someone on their political beliefs rather than their work performance.
- Using stereotypes or assumptions to guide decision-making about a person.
- Undermining a person's authority or work performance because you dislike one of their personal characteristics.

Disciplinary action will be taken against anyone who unlawfully discriminates against an Employee, Contractor, Sub-Contractor, Supplier or Client.

This discipline may involve a formal warning, counselling, dismissal, termination of contract, or other, depending on the circumstances.

(Taken on a case-by-case basis)