

EQUAL EMPLOYMENT OPPORTUNITY

Under the State and Federal Equal Opportunity Acts it is against the law to harass, bully or sexually Harass another person, it is also against the law to discriminate against another person. Discrimination can include:

- | | |
|---|--|
| (i) race (including colour, descent, nationality, national or ethnic origin); | (xi) Age; |
| (ii) racial and religious vilification; | (xii) Irrelevant medical record (not all States); |
| (iii) sex; | (xiii) Irrelevant criminal record (not all States); |
| (iv) sexual harassment; | (xiv) Sexual preference/sexual orientation; |
| (v) marital status; | (xv) Trade union activity; |
| (vi) pregnancy (Potential pregnancy); | (xvi) Industrial activity, trade or profession; |
| (vii) family responsibilities and parental or carer status; | (xvii) Lawful sexual activity; |
| (viii) disability/impairment (including physical, intellectual, sensory, neurological, psychiatric or learning disabilities or impairments)); | (xviii) HIV Status; |
| (ix) religion, religious belief or activity; | (xix) Physical features (not all States); |
| (x) Political opinion, belief or activity; | (xx) Breastfeeding; |
| | (xxi) Gender identity; and |
| | (xxii) A personal association with any person who holds one or more of the above attributes. |

Employees should note that there are some specific situations set out in Federal and State law when treating someone (or anyone with a personal association to someone possessing these attributes) differently on one of these grounds is permissible and lawful.

A person sexually harasses another person if he or she makes an unwelcome sexual advance, request for sexual favours, or engages in any other unwelcome conduct of a sexual nature.

Sexual harassment or bullying or discrimination by any employee will not be tolerated. Bullying may include

If you feel that you are being harassed or discriminated against while in the employ of one of ARC Staff clients, it is imperative that we be notified of the situation as soon as it becomes an issue, so that we may deal with it promptly.